How to apply: Please click on the link below. We’d like to get to know you better through a few questions. Thank you for your interest in our Town.

Click here to apply:  https://sallynix.typeform.com/to/lvggQq?email=xxxxx

Job Description

Title: Police Officer
Department: Police Department

Nature of work:
A Police Officer performs general public service law enforcement duties such as enforcement of laws and ordinances, protection of life and property, detection, investigation, and prevention of crime, maintenance of public order and safety, and general public service duties to the community.

Work Schedule: The first two weeks of employment will consist of on-the-job orientation. Officers will work 8 or 10-hour shifts including some weekends, holidays, daytime, and evening, for a total of 40 hours per week.

Following successful completion of orientation officers will attend the Vermont Police Academy (VPA) for approximately 19 weeks. This training course is a residential program beginning at 6:00am Monday and ending at 5:00pm Friday. Officers may go home on weekends and holidays.

Following successful completion of VPA training officers will participate in a 12-week field training course (FTEP). Officers will work a rotating schedule of days, evenings, and nights including some weekends and holidays. Officers will work 4, 10-hour shifts and have 3 days off per week.

Following successful completion of FTEP officers will be assigned to a duty shift. They will have a fixed rotation of 4, 10 hour work days and 3 days off per week. Officers work some holidays and weekends and are occasionally subject to mandatory overtime. Officers are subject to recall to duty. All work over 40 hours in a week are compensated at overtime rates.

RESIDENCY: Employees shall be required to have their place of abode in the Town, or a bordering town, and to be bona fide residents of the Town, or a bordering town. (A bordering town is defined as any town located within Windham County, Vermont, Cheshire County, New Hampshire, or Franklin County, Massachusetts)
Supervision Received:
Directly supervised by the Sergeant and/or Lieutenant assigned to their shift or unit and is generally supervised by superior officers. A Police Officer is expected to exercise individual judgement, initiative, and decision making within the framework of existing rules, regulations, and within their authority.

Supervision Exercised:
Exercises supervision over other Police Officers only when designated as the Officer in Charge (OIC) by existing rules and regulations.

Essential Responsibilities:
- Enforce the laws and ordinances of the town, state, and country.
- Patrol an assigned area as directed.
- Detect, investigate, and deter criminal activity.
- Identify and gather evidence, conduct interviews, and conduct criminal investigations.
- Assist in the preliminary investigation of serious incidents such as sexual assaults and homicides, suicides, and accidental deaths by restoring order, securing scenes, conducting interviews, and other duties as assigned. Identify traffic obstructions and other problems and address them in order to restore procedures. Detect, investigate, and deter motor vehicle violations.
- Communicate with complainants and other parties during disturbances in order to mediate, identify solutions, refer parties to other services, and restore order.
- Conduct basic first aid and CPR.
- Conduct vehicle collision investigations.
- Pursue suspects on foot by running.
- Make arrests and take appropriate enforcement action consistent with existing laws and procedures.
- Attend violent, unstable, and dangerous scenes in order to accomplish police objectives.
- Utilize armed and unarmed physical force to defend yourself, restore order, make arrests, and subdue violent, resisting, and tumultuous people.
- Prepare written and verbal reports, complete diagrams, and document incidents using current methods employed by the department and consistent with existing rules and regulations.
- Testify truthfully in court, depositions, and other hearings.
- Proactively initiate contact with individuals and groups of citizens, business owners and patrons, and other members of the public in a cordial, non-enforcement or call response capacity in order to integrate the officer and the department’s overall community service function with the interests of the community.

Non-Essential Duties and Tasks: *The responsibilities and duties listed above are examples of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.*

Competencies Needed:
*We will consider any combination of relevant work experience, volunteering, education and*
transferable skills a qualifying, unless specifically stated as required.

- Valid Driver’s License
- Successfully perform a physical fitness test consistent with current requirements.
- Successfully obtain Level III officer certification from the Vermont Criminal Justice Training Council within 1 year of hire. Maintain this certification for the duration of employment.
- Successfully complete the Brattleboro Field Training and Evaluation (FTEP) program within 1 year of hire.
- Maintain a functional knowledge of existing laws, ordinances, relevant court decisions, and department rules and procedures.
- Communicate in a clear and concise manner verbally and in writing with peer, subordinate, and superior officers and other employees.
- Operate police vehicles in a safe and controlled manner, including during emergency response, consistent with existing laws and regulations.
- Maintain, carry, qualify with, and properly operate department weapons.
- Properly operate department computers and associated equipment.
- Communicate effectively in writing and verbally with court officials, attorneys, other government agencies, and citizens.
- Possess and maintain enough personal, moral, and emotional fortitude in order to endure physical and psychological stress and still accomplish the duties of the assigned position.
- When engaged in call response, enforcement, and related activities, interact with individuals and groups of citizens, business owners and patrons, and other members of the public in a cordial manner in order to integrate the officer and the department’s overall community service function with the interests of the community.
- Ability to develop and maintain effective employee and public relations.
- Ability to communicate effectively, orally and in writing.
- Ability to actively support Town diversity, equity, and cultural competency efforts within stated job responsibilities and work effectively across diverse cultures and constituencies.

Work Environment:
Police officers work in a variety of environments including climate-controlled buildings and outdoors during inclement weather. They operate vehicles in inclement weather. Police officers may have to stand for periods up to 8 hours. Police officers work in environments that may increase physical or psychological stress due to the presence of danger, both environmental and created by other people.

Union Status: Non-Exempt – Member of New England Police Benevolent Association Local #412 after probationary period.

The Town of Brattleboro is committed to diversity, equity, and inclusion. We strongly encourage people of color, people with disabilities, LGBTQ applicants, and people from other underrepresented groups to apply recognizing and respecting that diverse perspectives and experiences are valuable to our team and essential to our public service.