



Police: Detective Sergeant

General Statement of Duties:

Performs supervisory and specialized advanced law enforcement work in the patrol activities of the Police Department.

Essential Duties and Tasks:

- Directs and supervises all activities on a squad within the Police Department; assists in communicating the Departmental vision, mission, and philosophy of law enforcement; reviews officer reports; oversees and participates in field training of rookie officers; conducts performance evaluation and performance counseling; ensures efficiency and effectiveness of patrol activities.
- Conducts a variety of investigations requiring independent research, K-9 searches, and case management; develops leads and informants; interviews witnesses and suspects; works cooperatively with other law enforcement agencies; prepares reports and processes evidence; presents testimony in court; interprets and applies various criminal laws; follows appropriate criminal process and court cases.
- Determines assignments and appropriate responses to the variety of calls that may be forwarded; provides technical advice on how to respond in certain situations; ensures proper approach on sensitive work assignments; backs up officers.
- Participates in patrol functions including response to calls; conducting searches, serving papers, making arrests; identifying, collecting, and preserving physical evidence; and prepares and reviews written reports of patrol and investigations activities.
- Cooperates with local citizens, members of other local, state, and federal law enforcement and investigative agencies in the identification, location, apprehension, and arrest of offenders and in the investigation of criminal activities.
- Performs special departmental projects such as researching new programs, coordinating vehicle maintenance, coordinating training programs, etc.
- Performs related duties as required.

Knowledges, Skills, and Abilities:

- Thorough knowledge of physical, economic, and social characteristics of the Town.
- Considerable knowledge of modern law enforcement techniques, principles, and procedures.
- Considerable knowledge of federal, state, and local laws and ordinances pertaining to law enforcement operations and investigative procedures.
- Working knowledge of supervisory functions and skills, including motivation, communication, performance coaching and evaluation, and conflict resolution.
- Knowledge of the community policing concept.
- Working knowledge of the application of information technology to law enforcement functions.
- Ability to retain knowledge of the organization's personnel policies.
- Skill in the use of firearms and other law enforcement equipment and in the application of self-defense tactics.
- Skill in collaborative conflict resolution principles and practices.
- Ability to perform independently complex and sensitive investigative assignments and to apply sound investigative principles to difficult cases.
- Ability to work calmly under conditions of high stress and physical and emotional fatigue.
- Ability to make effective public and educational presentations.
- Ability to prepare clear and concise records and reports.
- Ability to communicate effectively in oral and written forms and to present court testimony effectively.
- Ability to establish and maintain effective working relationships with co-workers, citizens and community leaders, and the general public.
- Supervise assigned employees, patrol assigned areas, conduct accident and crime scene investigations, and collect and preserve physical evidence.
- Conduct follow-up investigations and special assignments to prevent crime, apprehend offenders, and enforce laws and ordinances.
- Guide and train officers in the knowledge of modern policing.
- Knowledge of contemporary police practices and ability to analyze situations quickly and objectively.

Physical Requirements:

- Must be able to physically perform the basic life operational functions of climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, pushing, pulling, lifting, fingering, grasping, feeling, talking, hearing, and perform repetitive motions.
- Must be able to perform very heavy work exerting 100 pounds of force occasionally, and 50 pounds of force frequently, and 20 pounds of force constantly to move an object.
- Must possess the visual acuity to perform extensive reading and perform administrative, computer, and measurement work.

Preferred Education and Experience:

- Graduation from an accredited program with a degree in criminal justice, sociology, public administration, or another related field,
- Completion of supervisory training course,
- Considerable experience in law enforcement; or an equivalent combination of education and experience.

Special Requirement:

- Possession of a valid North Carolina driver's license,
- Completion of the minimum requirements established by the North Carolina Justice Training and Standards Council for certified law enforcement officers,
- Possession of the appropriate certificates as required by the Town.

Special Note:

A Town application may be obtained from the Town of Landis website and should be submitted to Human Resources. Applicants should email applications to careers@townoflandisnc.gov.

Officers are afforded a take-home vehicle, modern equipment, training opportunities and a comprehensive benefits package.