



Baltimore Police Department Professional Development and Training Academy (PDTA) Instructor Job Announcement

The Baltimore Police Department (BPD) has operated as the primary law enforcement agency for the City of Baltimore since 1784. The Police Commissioner, appointed by the Mayor, is the chief executive of the department.

The BPD recently underwent a comprehensive civil rights, pattern and practice investigation by the United States Department of Justice. As a result of this investigation, the BPD and the DOJ have negotiated a consent decree. The consent decree will require the BPD to continue the rapid implementation of process improvements over the next several years.

To quickly implement the consent decree mandates BPD is seeking driven, dynamic and capable professionals to fill critical Instructor opportunities. These non-civil service Instructors will join the Professional Development & Training Academy (PDTA) team.

Communication/Staff Development Instructor: This position will require at least a Bachelor's degree in Education or related field of study. A Master's Degree in Education is preferred. The position will be responsible for providing communication skills training to all police trainees with an emphasis in verbal, non-verbal, and writing skills. The instructor will also be responsible for staff development to include advanced instructor training on adult learning theories, evaluation of instructors, and curriculum development. A background in adult education is ideal for this candidate.

Use of Force Training Instructor: This position will require expertise in the area of use of force, defensive tactics, firearms training, less-lethal weapons, and de-escalation. The Use of Force Training Instructor will review all use of force policies, lesson plans related to use of force/de-escalation, and firearms lesson plans for consistency and make recommendations on ensuring best practices are being taught. The Use of Force Training Instructor must have the ability to testify in all court levels as an expert in the area of Use of Force. The instructor will need to develop a strategic plan for future training that will build upon current use of force/de-escalation techniques. The instructor will also review use of force reports to determine training needs for individual officers or the Department as a whole.

Legal Instructor: This position requires an exceptional knowledge of Constitutional (1st, 4th, 5th, 6th, and applicable 14th Amendment) law, exceptional knowledge of Maryland Criminal Procedure Law, intermediate knowledge of Maryland Criminal Law, and intermediate knowledge of Maryland Criminal Court Procedure. Applicants must be able to synthesize existing and newly created law and effectively convey that knowledge to officers of varying educational backgrounds. Applicants should also have an interest in learning BPD procedure in order to merge law and practice (as would be necessary for scenario-based training). The instructor will work as part of a legal-training team responsible for: preparing and executing appropriate legal training at the entry and in-service level, running and assisting both classroom and scenario-based training, preparing secondary/assistive-instruction materials, assisting in review of departmental policies for consistency with established

law, and preparing monthly law updates summarizing changes in the law based on appellate and legislative developments. The ideal candidate will have a JD and be in good standing with the Maryland bar with at least 10 years of experience in the field of criminal law.

REQUIREMENTS

The ideal candidates will possess exceptional qualifications in the respective field as listed above including a bachelor's degree from an accredited college or university and three years of experience or equivalent, along with a verifiable track record of success. These fast paced career opportunities require excellent communication skills and an experienced professional willing and able to produce outcome.

The full-time **Non-Civil Service** Instructor positions offer a comprehensive benefits package and a competitive salary. Candidates under final consideration will be required to successfully complete the Baltimore Police Department background process.

Qualified candidates should submit a resume and letter of interest, noting the position of interest in the subject line, along with a salary history to pamela.davis@baltimorepolice.org. Positions will remain posted until filled.

The Baltimore Police Department is an Equal Employment Opportunity Employer

www.baltimorepolice.org

TTY: 711

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