



CITY OF SEATTLE

TEMP - SPD 360 Coordinator (Ord. Title: Strategic Advisor II*)

SALARY:	\$47.85 - \$71.80 Hourly
LOCATION:	SPD Headquarters, 610 5th Avenue, Seattle, Washington
JOB TYPE:	Temporary - Non-Benefit Eligible
SHIFT:	Day
DEPARTMENT:	Seattle Police Department - Civil Service
BARGAINING UNIT:	Not represented
CLOSING DATE	Continuous

POSITION DESCRIPTION:

The Seattle Police Department seeks to fill the temporary position of SPD 360 Coordinator. SPD 360 is the new SPD initiative to bring principles of relational policing to the department. Relational policing is the philosophy of listening to communities that law enforcement serves and evolving in response to that dialogue. The position is responsible for three areas related to relational policing: helping coordinate the newly created Before the Badge program that serves as an entry point for new recruits prior to starting the State police academy, 2) working with SPD command staff to identify new opportunities in relational policing for the department and 3) lead planning efforts around new relational policing programs at SPD.

The position's primary focus will be coordinating Before the Badge, a multi-week program designed to provide pre-academy recruits with foundational knowledge, skills, and relationships to succeed as partners in the community and leaders in this department. Grounded in principles of relational policing, officer wellness, and collaboration, Before the Badge brings recruits together in honest dialogue with Seattle's communities, department colleagues, and City leaders and reflects SPD's commitment to its officers to provide a safe and supportive culture in which to grow their careers. The coordinator position will focus on the start of each new officer's career with a deep dive into the critical areas of community outreach, community mentorship, RSJI, reconciliation efforts, cultural awareness, and a growth mindset. This initiative is particularly important as the department experiences significant turnover and a resulting increase in the percentage of new officers. The position will coordinate Before the Badge in tandem with the SPD Training Unit.

SPD is committed to bringing the concepts of relational policing not just to new recruits, but to the organization as a whole. The position will identify potential opportunities to expand the department's use of relational policing to other areas, including, but not limited to, current patrol officers, SPD detectives, command staff, and civilian employees. SPD will be requesting that this position be made permanent as part of the city budget process.

JOB RESPONSIBILITIES:

- Work with SPD Command Staff and Training Unit to further shape and improve the Before the Badge training program.
- Enhance curriculum on Before the Badge program on the following issues: community outreach, community mentorship, Race and Social Justice, reconciliation efforts, cultural awareness, and a growth mindset for new police recruits.
- In tandem with the SPD Training Unit, oversee a 45-day program for new police recruits following the developed curriculum.
- Present the program internally throughout the department as well as externally to community stakeholders.
- Continuously review the program and assess what works and what needs to be modified to meet the goals of the program.
- Coordinate with community, academic, and educational partners on program content and scheduling.
- Research new opportunities in relational policing for SPD.
- Work with both internal and external stakeholders to develop new programs that utilize principles of relational policing.
- Lead planning efforts on new relational policing programs.
- Performs other duties of comparable level/type, as required.

QUALIFICATIONS:

Required Qualifications:

A Bachelor's Degree in education, criminal justice, or related field and two years of experience in the public sector working in education or training (or a combination of education and/or training and/or experience which provide an equivalent background required to perform the work).

Position Requirements:

- Must pass a Seattle Police Department background investigation.
- Driver's license

ADDITIONAL INFORMATION:**Additional Information about the Department:**

The Seattle Police Department is comprised of approximately 1,500 dedicated law enforcement professionals all committed to creating and fostering a work environment that is collaborative, innovative, and leading the way in law enforcement principles and practices. Ours is a culture that encourages top performers to adhere to a standard of excellence in the identification of and resolution to complex challenges. The Seattle Police Department values diverse perspectives and life experiences; people of color, women, LGBTQ, people with disabilities, and veterans are encouraged to apply.

How to Apply:

Apply online at <http://www.seattle.gov/jobs>. Job Number 2022-00653.

APPLICATIONS MAY BE FILED ONLINE AT:
Job #2022-00653

<http://www.seattle.gov/jobs>
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AP

If you are unable to apply on-line you may submit a paper application by the closing date to our office.

OUR OFFICE IS LOCATED AT:
Seattle Municipal Tower
700 5th Avenue, Suite 5500
Seattle, WA 98104

Careers@seattle.gov

Who May Apply: This position is open to all candidates that meet the minimum qualifications. The City of Seattle values diverse perspectives and life experiences. Applicants will be considered regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, or gender identity. The Department encourages people of all backgrounds to apply, including people of color, immigrants, refugees, women, LGBTQ people, people with disabilities, veterans and those with diverse life experiences.

Accommodations for people with disabilities are provided on request.

The City is a Drug Free Workplace.
