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## Hanover Police Lieutenant, Certified Applicants



### HANOVER POLICE DEPARTMENT IS NOW ACCEPTING APPLICATIONS FOR LIEUTENANT

The Town of Hanover is seeking an experienced and qualified law enforcement professional to fill a vacancy in the Police Department's administration as a Lieutenant for the agency. Under the direction of the Captain, the Lieutenant will assist in the day-to-day operations for the Patrol and Detective Divisions.

#### GENERAL DUTIES

Under the general direction of the Captain, plans, directs, schedules, organizes, supervises, and evaluates the activities of the Patrol and Investigative Divisions of the Police Department through subordinate levels of supervision, ensuring the delivery of police services to the public in an effective, efficient, and economic manner.

#### SALARY

Salary is negotiated depending on qualifications and experience. The range is \$70,000 to \$107,000 with additional incentive pay for Education and Physical Fitness testing. Employees receive an additional 2% raise after 6 months of employment.

The Hanover Police Department has an incentive program that provides opportunity for additional pay for physical fitness testing as well as education (2% for Associate's Degree; 4% for Bachelor's Degree and 6% for Master's).

#### ABOUT HANOVER AND THE POLICE DEPARTMENT

The Town of Hanover is located in Grafton County in west central New Hampshire with a population estimated at 11,260 (per the 2010 Census). The Town of Hanover has been rated as one of the Top 10 places to live in America twice in the past 10 years (2011 and 2007); Hanover High School achieved the designation as one of "America's Best High Schools" in 2009. The Town of Hanover encompasses 53 square miles and includes two villages; Etna and Hanover Center. The downtown area is a thriving district with small shops and restaurants surrounded by theater, art and sporting events.

Hanover is the home of Dartmouth College and the Police Department provides law enforcement services both on campus as well as throughout the community. The Hanover Police Department coordinates closely with Dartmouth College Safety and Security as their security officers are not sworn officers.

## **HANOVER POLICE DEPARTMENT ~ Mission Statement**

The men and women of the Hanover Police Department's mission is to *"provide professional and compassionate police service through partnerships that build trust, reduce crime, create a safe environment and enhance the quality of life in our community"*.

To fulfil this mission, we will have an uncompromising insistence on quality people who believe in our core values:

**"Integrity, Respect, Fairness, Excellence and Positivity"**

## **MINIMUM QUALIFICATIONS**

Successful candidates will have a minimum of five (5) to seven (7) years of progressive experience including four (4) years of supervisory law enforcement experience equivalent to a Sergeant or higher in a comparably sized or larger law enforcement agency. Must be able to obtain full-time certification in the State of New Hampshire within six months of employment from the NH Police Standards and Training Council. Possession of an Associate's Degree or equivalent amount of training and experience. Bachelor's Degree from accredited college or university in Police Science or related field preferred.

### **To maintain certification in New Hampshire:**

#### **Part 1 – Medical Requirement**

New Hampshire State Law (RSA 188-F:27 III-d – III-j) requires that all police, state corrections, and probation-parole officers hired after January 1, 2001, as a condition of continued certification and employment, must furnish Police Standards and Training Council every 3 years with a certificate from a licensed physician, physician's assistant, or registered nurse practitioner who has conducted a medical examination of the officer according to protocols adopted by the Council certifying that in the opinion of the examiner, the officer is physically capable of participating in the Council's physical fitness test.

#### **Part 11 – Physical Agility Requirement**

As of January 1, 2001 and thereafter, NH State Law (RSA 188-F:27 III-d – III-j) requires that all police, state corrections, and probation-parole officers hired after that date, as a condition of continued certification and employment, every 3 years during their law enforcement careers must pass a physical performance test, administered by their department or by the Police Standards and Training Council, according to protocols adopted by the Council. (The current protocols consist of a timed 1.5 mile run, pushups, and sit-ups; however, they are subject to change by the Council from time to time).

## **TESTING REQUIREMENTS**

Candidates are required to pass a physical fitness test based on NH PSTC entry level standards.

## HIRING PROCESS

Candidates will participate in an Assessment Center which will be scheduled for September, 2019. Finalists must be able to complete the physical fitness exam (no written test is required for certified officers), oral board interview, Chief's interview, background investigation including polygraph exam, psychological and medical exams.

Out of State certified applicants (if hired) will need to complete the law package classes (as determined by NH Police Standards and Training) within 6 months of hiring.

## HOW TO APPLY

Applications are only accepted through PoliceApp.com and will not be accepted in person or through e-mail or USPS. The fee charged to the applicant is paid directly to PoliceApp.com through their website application process.