



NAMPA POLICE DEPARTMENT
IS NOW ACCEPTING APPLICATIONS FOR
Integrated Command Central Supervisor



City of Nampa

BUILT ON A TIMELESS FOUNDATION OF STEWARDSHIP, INTEGRITY & TEAMWORK.

ALIGNED CITY, DEPARTMENT & ROLE

Every unified team starts with a purpose, and we are a purpose-driven team of service-minded professionals. We are passionate about working shoulder-to-shoulder in partnership with our City Council, citizens, and internal team members to bring the [City of Nampa's](#) vision for the future to life. Whether you are looking to start, make a change, or advance your career, find your path forward at the [City of Nampa](#) to leave your mark on the legacy we will leave in our city and the world around us.

Role Statement for Integrated Command Center Supervisor: The principal function of an employee in this class is to plan, supervise, evaluate, and schedule the work of Nampa Police Department personnel within the Integrated Command Center. The work is performed under the supervision and direction of an assigned Lieutenant, but extensive leeway is granted for the exercise of independent judgment and initiative. Supervision is exercised over individuals in the classes of Real Time Crime Center Technician and Analyst. The nature of the work performed requires that an employee in this class establish and maintain effective working relationships with the employee group, assigned supervisor(s), other City employees, and the public.

ROLE SUCCESS PROFILE

Key Job Accountabilities:

- Plans, Supervises, and evaluates the work of Nampa Police Department personnel within Integrated Command Center.
- Plans, schedules, supervises, and evaluates the work of division personnel, including providing approval for the selection of staff, monitoring work schedules, interviewing for new or vacant positions, providing direction when necessary, disciplining as required, managing conflict, and rewarding employee performance when appropriate; or makes recommendations which are given weight about the change of status of other employees.
- Performs administrative tasks including, but not limited to, assisting with annual budget preparation, and acting as liaison between the Integrated Command Center and other divisions of the Nampa Police and Nampa City Departments; other law enforcement agencies; and outside service providers.
- Understands the duties and responsibilities of a Real Time Crime Center Technician and Analyst.
- Oversees the training of new employees and the processes used to do so.
- Acts as the department representative/liasion with local, state, and federal committees that influence real time crime operations.
- Monitors and operates an integrated system that combines calls for service, public/private camera systems, and other technology integrations.
- Attends meetings, conferences, workshops, and training sessions and reviews publications and audio-visual materials to become and remain current on principles, best practices, and new developments in the real time crime environment.
- Assumes responsibility for other duties as required or assigned.

Education, Experience Level, Certification Requirements:

- High School Graduate or General Education Degree (GED): Required
- Experience in leadership positions, including supervisory experience or any combination of experience and training which provides the equivalent scope of knowledge, skills, and abilities necessary to perform the work
- Experience as a Police Officer, Real Time Crime Center Technician, or Analyst preferred

Knowledge, Skills and Abilities Required:

- Strong verbal and written communication skills
- Leadership skills and accountability
- Manages with data and emotional intelligence
- Acts with urgency to anticipate and respond to emergencies
- High self-awareness, self-management, social awareness, and relationship management skills
- Ability to establish priorities, organize workflow, and adapt to ongoing improvement needs

- Ability to maintain solid working relationships with team and workforce
- Ability to inspire a wide range of individuals from various ethnic, educational, experience, socioeconomic and cultural backgrounds
- Easily accepts responsibility for team failures and sets team up to shine with internal customers
- Is a role model for creating a safe place for uncomfortable constructive candor and leads the way by example
- Team player, working toward common goals as part of a compassionate, cohesive team
- Effective at building long-term relationships through constructive candor and coaching with dispatch staff in balance with customers and stakeholders
- Strategic thinking and planning skills
- Flexible and agile shift/pivot ability to meet ever-changing business needs
- Ability to operate a personal computer using standard or customized software applications appropriate to assigned tasks and the ability and willingness to quickly learn and use new skills and knowledge brought about by rapidly changing information and/or technology

Key Behavioral Competencies:

- **Accountability** – Ability to accept responsibility and account for his/her actions.
- **Analytical Skills** – Ability to use thinking and reasoning to solve a problem. Ability to develop a vision for the future and create a culture in which long-range goals can be achieved. Understands and processes complex information and exercises sound judgment, considering the situation, the issues, the key players, and the levels of authority involved. Proposes courses of action that further the objectives, priorities, and vision of the organization.
- **Commitment to Safety** – Understands, encourages, and carries out the principles of integrated safety management; complies with or oversees the compliance with safety policies and procedures; completes all required training; takes personal responsibility for safety.
- **Communication** - Ability to communicate effectively with others using both the spoken word and written directives.
- **Detail Oriented** – Ability to pay meticulous attention to all aspects of a situation or task no matter how small or seemingly unimportant.
- **Innovative** – Ability to look beyond the standard solutions.
- **Judgment** – The ability to formulate a sound decision using the available information.
- **Leadership** – Ability to influence others to perform their jobs effectively and to be responsible for making decisions. Achieving results by successfully setting objectives, conducting performance reviews, motivating employees, delegating tasks, teambuilding, and empowering the team.
- **Problem Solving** – Ability to find a solution for or to deal proactively with work-related problems.
- **Reliability** – The trait of being dependable and trustworthy.
- **Relationship Building** - Ability to effectively build relationships with customers and co-workers.
- **Time Management** – Ability to effectively utilize available time for the completion of necessary job tasks.

Working Conditions (more detailed essential physical job functions available upon request):

- Sufficient clarity of speech and hearing or other communication capabilities, with or without reasonable accommodation, which permits the employee to communicate effectively and to listen and transcribe recorded interviews and reports
- Sufficient vision or other powers of observation, with or without reasonable accommodation, which permits the employee to enter, process, monitor, review and maintain written records
- Sufficient manual dexterity with or without reasonable accommodation, which permits the employee to operate computer equipment, transcription equipment, ten key calculator and other office equipment
- Sufficient personal mobility and physical reflexes, with or without reasonable accommodation, which permits the employee to work in an office setting and move or carry office supply items
- Long periods of time at a workstation monitoring computer and video systems
- Handles emergency or crisis situations
- Subject to shift work and the need to change shifts/work hours based on operational needs

The City of Nampa is an equal employment opportunity employer. All applicants will be considered for employment without regard to race, color, religion, sex, national origin, veteran, disability status or any other characteristic protected by federal, state, or local laws.

Felony, Criminal Activity Disqualifiers:

No marijuana uses in the last three (3) years or illicit drugs use in the last five years (5).

No felony or serious misdemeanor convictions since the age of 18

No under the age of 18 adult criminal waivers

No undetected felony or serious misdemeanors committed by applicant since the age of 18

No minor misdemeanor convictions in the last 5 years or extensive minor misdemeanor history

Able to meet all IDAPA rules concerning character, drug use, traffic violations, and criminal violations.

You can find these rules and disqualifiers at <http://www.post.idaho.gov/>