

# Job Title: Captain-JHPD

**JOHNS HOPKINS UNIVERSITY POLICE DEPARTMENT POLICE CAPTAIN** (Maryland and Non-Maryland Law Enforcement Officers)

Mission: The Johns Hopkins Police Department is committed to the equitable delivery of police services that prioritizes the well-being of our students, staff, faculty and guests. We build trust by engaging our community and partners as co-creators of the campus safety environment.

We employ knowledgeable, service-focused professionals who embrace diversity and recognize that safety is a community effort.

Johns Hopkins Police Department is seeking highly motivated individuals to serve as **Captain - JHPD**. We are accepting applications for lateral police candidates who meet the experience qualifications as a certified law enforcement officer in a full-service law enforcement agency (Maryland or Out-of-State). Applicants must be Maryland Police and Correctional Training Commission (MPCTC) Certified OR meet Comparative Compliance Standards.

Police Captains work in a team environment with integrity, professionalism, humanity and courage to protect the lives and property of the Johns Hopkins community. Johns Hopkins Police Captains regularly engage with students, faculty, staff and visitors in a variety of ways in order to provide services and information needed. Johns Hopkins Police Captains provide campus police services to the Homewood Campus, East Baltimore and Peabody Campus where officers will be assigned to work. They will ensure JHPD is a leader in the provision of responsive, quality and customer service-oriented policing.

The Johns Hopkins Police Captain will lead through the lens of 21st century policing and ensures officers and supervisors perform their duties in a manner that furthers public trust. Work will be supervised on a daily basis by the Deputy Chief of Police.

## Specific Duties & Responsibilities

- Represents the JHPD's mission, vision and values when interacting with university, community, advocacy groups. Coordinates JHPD resources and activities via direction from their supervision to address concerns about university and community issues.
- Represents the JHPD leadership team when interacting with university, community, advocacy groups.
- Provides the full level of law enforcement work, enforcing laws, rules and regulations governing the safety and protection of individuals, buildings and property. Performs simple and complex problem-solving projects designed to enhance safety and prevent or reduce harm.
- Provides direct support for the allocation and direction of resources (manpower, vehicles, equipment and supplies) to meet the needs of the JHPD and is responsible for management of operational and overtime expenditures to ensure that funds utilized are used appropriately and within the mission of the JHPD.
- Provides direct support in planning, organizing, directing and evaluating the performance of assigned sworn staff; ensures performance requirements and personal development goals are met. Ensures priorities and community policing strategies for the patrol area are properly managed, holds supervisory personnel responsible for completing initiatives and performance management of staff.

- Provides management of day-to-day operations of assigned area of police department, which includes direct supervision and performance management of Lieutenants and Sergeants who oversee police officers assigned to a patrol area. Holds supervisors accountable for executing proactive and community policing initiatives, as well as crime initiative strategies. Looks for opportunities to actively engage in community policing and models such for officers.
- Provides oversight and coordinates the functions of an operational, administrative, or support operation.
- Responsible for assisting with various facets of a developing operational strategy, including the development of problem community oriented policing protocols, community engagement plans, and weekly crime plans.
- Maintains a visible presence to serve as a positive resource and actively develop relationships with community stakeholders to successfully implement initiatives to deter crime.
- Ensures subordinates regularly use and promote procedural justice principles, de-escalate situations as necessary, and are engaged in community policing and problem-solving activities.
- Coaches subordinates about performance issues, and trains subordinates in the handling of general management problems, monitors subordinates' professional behavior to proactively address potential issues, and recommends corrective action to address performance problems.
- Supervises special assignments and details as required.
- Coordinates and cooperates with Campus Safety and Security Command Staff in the preliminary and follow-up investigations of complaints, reported criminal offenses, and disruptions.
- Communicates and continually supports effective relationships with the faculty, staff, students, public, other law enforcement agencies, and public officials.
- Participates as instructed in specialized unit activities such as crime prevention, recertification instruction, criminal investigations, or special events.
- Responds to calls for assistance and emergency service as needed and takes appropriate action; de-escalates situations as reasonable and appropriate.
- Provides the public with safety information and conducts community related public safety programs as needed.
- Collaborates with local and state law enforcement agencies when needed.
- Performs related duties as assigned.

### **Minimum Qualifications**

- Bachelor's Degree in Criminal Justice or related field
- Ten (10) years of total service as commissioned law enforcement officer
- A minimum of three (3) years of service in the rank of Lieutenant or a minimum of two (2) years of service in the rank of Captain or higher in an agency of similar size
- Distinguished service record, including excellent performance rating and no record of serious or repeated disciplinary actions or citizen complaints
- This position does not allow for an equivalency

### **Preferred Qualifications**

- Seven (7) years' experience of law enforcement in a university/school setting
- Five (5) years of service in the rank of Captain or higher in an agency of similar size

### *Comparative Compliance Standards (for out-of-state applicants)*

- Minimum of 750 hours of acceptable entrance-level police academy training (not including firearms, field training, or in-service training) to meet COMAR and MPCTC requirements
- Must currently be in good standing with a full-service law enforcement agency or have retired in good standing within 2 years of application
- Comparative Compliance applicants must provide the academy curriculum that was completed with the total number of hours and provide a graduation certificate including successful completion of the academy

### *Requirements*

- Must be a citizen of the United States or a permanent legal resident of the United States.
- May be an honorably discharged veteran of the United States Armed Forces.
- Has submitted an application for United States citizenship that is pending approval and Submit documents to the hiring law enforcement agency that support a claim of, Citizenship or Permanent legal residency and proof of a pending application for United States citizenship.
- Applicant must provide official proof of separation from the military in good standing with an honorable discharge prior to being extended a conditional offer of employment.
  
- Must not have been convicted of a felony.
- Must demonstrate physical ability to perform job.
- Must possess and maintain a Valid Driver's License.
- Must have current MPTC certification or other non-Maryland state certification.
- Finalists will be required to complete a comprehensive background check, including drug test, medical, polygraph, and psychological evaluation.

### *Work Environment*

- This position regularly works both indoors and outdoors.
- The position may also work under exposure to hazardous physical activities, works in all types of weather conditions and at all times of day, and interacts with individuals under physical and/or emotional stress.
- Duties may require the operation of a motor vehicle.
- The position may be subject to call-in during emergencies and staffing shortages and may work a rotating shift, holidays and weekends.
- The work environment is highly diverse and demands a high level of cultural competence in interpersonal communications and interactions.

### **Physical Demands**

- Duties require physical health, strength, agility and stamina.
- The work may entail sitting, standing, walking, running, bending, stooping, reaching, lifting, crawling, kneeling, climbing and lifting and transporting both objects and persons.
- Work requires eye-hand coordination, manual dexterity, near vision acuity, and the ability to see and read printed material and computer screens.
- Duties involve oral, written, electronic and telephonic communication.

### *Conditions of Employment*

- Satisfactory completion of a Maryland Police Training Commission recognized or approved Police Academy Training program and successful completion of a Police Field Training program.
- Employees in this job class may be subject to pre-employment and random drug testing.
- Employees in this job classification will serve a one- year probationary period.

### *Other*

- Certification as a sworn Police Officer recognized by the Maryland Police Training Commission or other state through the Comparative Compliance Training for lateral candidates. This is an abbreviated entrance level program designed for previously certified Maryland police officers who have been separated from law enforcement between 3 and 5 years, and non-Maryland state officers who completed an acceptable entrance level academy in another state or through the federal government as approved by the Maryland Police Training Commission.
- Clery act designated job as campus security authorities (CSA) member and will comply with Clery Act requirements.

### **Special Knowledge, Skills & Abilities**

- Ability to communicate effectively, both orally and in writing.
- Ability to effectively direct, manage and build teams.
- Ability to efficiently organize work and to quickly prioritize quickly; confidently manage multiple deadlines.
- Ability to exercise sound judgment in evaluating situations and in making decisions.
- Knowledge of modern law enforcement practices and methods.
- Knowledge of related federal, state and municipal criminal laws.
- Ability to interpret and apply laws, policies and procedures.
- Ability to establish and maintain effective working relationships with all members of the college community including students, faculty, staff, and administrators in a multicultural environment and the surrounding communities.
- Ability to operate a police car, police radio and other equipment or weapons as required (i.e. side handle baton, handcuffs, first aid equipment, etc.)
- Ability to work effectively under pressure.
- Ability to quickly analyze complex, sensitive and/or hazardous situations and issues and quickly devise solutions and action plans.
- Ability to function with a community-oriented value-based philosophy.
- Knowledge of procedural justice principles, de-escalation techniques, and community policing and problem-solving practices.
- Knowledge of the principles and methods of crime investigation, techniques of interrogation, and identification and preservation of physical evidence.
- Knowledge of the laws and protocols of arrest and evidence.
- Knowledge of the principles and methods of crime prevention.
- Knowledge of the principles and practices of crowd control and group behavior.
- Knowledge of police communications equipment.
- Skill in working in a multi-cultural environment.
- Skill in the use of police equipment.

Classified Title: Captain JHPD  
Job Posting Title (Working Title): Captain-JHPD  
Role/Level/Range: ATP/04/PG  
Starting Salary Range: Commensurate with Experience  
Employee group: Full Time  
Schedule: Monday - Friday, 8:30 am - 5:00 pm  
Exempt Status: Exempt  
Location: Homewood Campus  
Department name: VP for Public Safety Office of  
Personnel area: University Administration

### **Total Rewards**

The referenced salary range is based on Johns Hopkins University's good faith belief at the time of posting. Actual compensation may vary based on factors such as geographic location, work experience, market conditions, education/training and skill level. Johns Hopkins offers a total rewards package that supports our employees' health, life, career and retirement. More information can be found here: <https://hr.jhu.edu/benefits-worklife/>

*Please refer to the job description above to see which forms of equivalency are permitted for this position. If permitted, equivalencies will follow these guidelines:*

JHU Equivalency Formula: 30 undergraduate degree credits (semester hours) or 18 graduate degree credits may substitute for one year of experience. Additional related experience may substitute for required education on the same basis. For jobs where equivalency is permitted, up to two years of non-related college course work may be applied towards the total minimum education/experience required for the respective job.

**\*\*Applicants who do not meet the posted requirements but are completing their final academic semester/quarter will be considered eligible for employment and may be asked to provide additional information confirming their academic completion date.**

The successful candidate(s) for this position will be subject to a pre-employment background check. Johns Hopkins is committed to hiring individuals with a justice-involved background, consistent with applicable policies and current practice. A prior criminal history does not automatically preclude candidates from employment at Johns Hopkins University. In accordance with applicable law, the university will review, on an individual basis, the date of a candidate's conviction, the nature of the conviction and how the conviction relates to an essential job-related qualification or function.

The Johns Hopkins University values diversity, equity and inclusion and advances these through our key strategic framework, the [JHU Roadmap on Diversity and Inclusion](#).

### **Equal Opportunity Employer**

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

### **EEO is the Law**

Learn more:

[https://www.eeoc.gov/sites/default/files/migrated\\_files/employers/poster\\_screen\\_reader\\_optimized.pdf](https://www.eeoc.gov/sites/default/files/migrated_files/employers/poster_screen_reader_optimized.pdf)

## **Accommodation Information**

If you are interested in applying for employment with The Johns Hopkins University and require special assistance or accommodation during any part of the pre-employment process, please contact the Talent Acquisition Office at [jhurecruitment@jhu.edu](mailto:jhurecruitment@jhu.edu). For TTY users, call via Maryland Relay or dial 711. For more information about workplace accommodations or accessibility at Johns Hopkins University, please visit [accessibility.jhu.edu](http://accessibility.jhu.edu).

Johns Hopkins has mandated COVID-19 and influenza vaccines, as applicable. The COVID-19 vaccine does not apply to positions located in the State of Florida. Exceptions to the COVID and flu vaccine requirements may be provided to individuals for religious beliefs or medical reasons. Requests for an exception must be submitted to the JHU vaccination registry. For additional information, applicants for SOM positions should visit <https://www.hopkinsmedicine.org/coronavirus/covid-19-vaccine/> and all other JHU applicants should visit <https://covidinfo.jhu.edu/health-safety/covid-vaccination-information/>.

**The following additional provisions may apply, depending on campus. Your recruiter will advise accordingly.**

The pre-employment physical for positions in clinical areas, laboratories, working with research subjects, or involving community contact requires documentation of immune status against Rubella (German measles), Rubeola (Measles), Mumps, Varicella (chickenpox), Hepatitis B and documentation of having received the Tdap (Tetanus, diphtheria, pertussis) vaccination. This may include documentation of having two (2) MMR vaccines; two (2) Varicella vaccines; or antibody status to these diseases from laboratory testing. Blood tests for immunities to these diseases are ordinarily included in the pre-employment physical exam except for those employees who provide results of blood tests or immunization documentation from their own health care providers. Any vaccinations required for these diseases will be given at no cost in our Occupational Health office.

Note: Job Postings are updated daily and remain online until filled.