



TEXAS PARKS AND WILDLIFE DEPARTMENT
invites applications for the position of:

Game Warden Trainee (Cadet)

SALARY: \$3,362.50 /Month

OPENING DATE: 02/08/17

CLOSING DATE: 04/07/17 11:59 PM

DIVISION: Law Enforcement

WORK ADDRESS: TPWD Game Warden Training Center, 4363 FM 1047, Hamilton, TX 76531

HIRING CONTACT: Tracy Davis, (325) 948-3301

GENERAL DESCRIPTION:

After graduation from the Game Warden Training Center and receiving a commission as a State Peace Officer, the Game Warden will perform responsible field enforcement duties involving the enforcement of all provisions of the Texas Parks and Wildlife Code, Texas Penal Code and relevant provisions of other Texas laws; provide testimony in court and administrative hearings; execute and serve all criminal processes resulting from enforcement activities; provide public safety and emergency management functions including working in response to natural disasters and in homeland security operations; safeguard departmental equipment; prepare reports of activities and present programs concerning department activities to the public; may conduct investigations of holders of permits and licenses issued by the department; maintains contact with landowners, resource users and the general public; assist other law enforcement agencies as needed. Performs additional duties as assigned. Complies with all Agency, Division, and Branch rules, regulations, and procedures.

POSTING NUMBER: 17-00369

QUALIFICATION GUIDELINES:

MINIMUM QUALIFICATIONS:

Age:

- Must be 21 years of age before the projected date of graduation, August 2018, from the Game Warden Training Academy. There is no maximum age limit for employment.

Education:

- Applicant must have successfully completed and conferred a Bachelors level degree from an accredited college or university by September 1, 2017.

NOTE: An official or unofficial transcript from an accredited college or university *must* be attached to the application.

Citizenship:

- Must be a citizen of the United States.

Work Eligibility:

- Federal law requires that all new employees present original documents that establish identity and U.S. employment eligibility. These documents must be presented at the time of

employment.

License:

- Applicant must possess a valid State driver's license.

Peace Officer License:

- Applicant must not have had a commission license denied by final order or revoked, or have a voluntary surrender of a license currently in effect.

Military Service:

- Applicant must not have been discharged from any military service under less than honorable conditions, must be eligible for re-entry.

Background:

- Applicant will be subjected to, and must successfully pass, a thorough and comprehensive background investigation prior to appointment to a cadet position. The applicant must be of good moral character and not have any of the following incidents in their criminal history:
 - a conviction for any Felony or Class A Misdemeanor offense at any time (Deferred Adjudication is defined as a conviction);
 - a conviction for any Class B Misdemeanor offense within 10 years prior to the date of application (Deferred Adjudication is defined as a conviction), which includes convictions for DWI (driving while intoxicated), DUID (driving under the influence of drugs) and BWI (boating while intoxicated), never have been convicted of any family violence offense, currently on court-ordered community supervision, and/or probation or parole for any criminal offense above the grade of Class C Misdemeanor.

Schedule C:

- Applicants currently holding Schedule C positions with another state agency in Texas, who meet all minimum qualifications, are selected and complete the Game Warden Academy will return to their current Schedule C salary position after 1 year of satisfactory performance in the field.

Drug Use:

- The applicant may have no current illegal drug use, within the past 2 years from the date of application.

Psychological Condition:

- Applicants that receive a conditional job offer must be examined by a licensed psychologist designated by TPWD and be declared to be in satisfactory psychological and emotional health for law enforcement duty prior to employment and the issuance of a peace officer license.

Physical Condition:

- Applicants must be examined by a licensed physician designated by TPWD and be declared to be able to physically perform the duties of a game warden cadet prior to employment.

Hearing:

- The applicant must meet the minimal standard with or without hearing aids of 35 decibels or better in each of the following four frequencies: 500, 1000, 2000 and 3000 Hz; to include long distance, directional and voice conversation hearing.

Vision:

- The applicant must have binocular vision of 20/30 or better with or without corrective lenses, soft contacts or hard contacts. If correction with corrective lenses (glasses) or hard

contact lenses is required, uncorrected vision must be no worse than 20/40 in the best eye and 20/100 in the worst eye. If soft contacts are used for correction, uncorrected vision must be 20/200 or better in each eye. Applicant must have uninterrupted peripheral vision of 140 degrees or better, have night vision and be able to distinguish red and green colors (lights and placards).

Physical Readiness:

- The applicant must successfully complete a physical readiness test, which includes the following activities:
 - 21 crunches in one minute, 13 push-ups in one minute, 1.5 mile run in no more than 21 minutes 36 seconds and a 300 meter run in no more than 109 seconds;
 - Handgun stability test: Involves dry fire of a duty weapon; five consecutive trigger pulls with each hand from a standing position while holding the barrel inside a 5 inch ring and five consecutive trigger pulls inside a 5 inch ring while holding the firearm in both hands from an unsupported kneeling position;
 - Swim test: Applicant must fall backwards into the water and remain afloat for 1 minute, then swim 100 meters without assistance or rest in no more than 5 minutes.

NOTE: Applicant needs to be mentally and physically capable of submerging themselves underwater.

- Applicant must successfully complete ALL components of the physical readiness test on the assigned day of testing. Since all activities must be completed in one (1) day, applicants should consider some form of advance preparation for this test. Applicants are encouraged to seek professional medical advice prior to beginning a regimen of physical activity to prepare for this test. Individuals selected for cadet positions will be required to again meet these standards at the beginning of the cadet class.

NOTE: Before being allowed to take the physical readiness tests the applicant will be required to provide a description of the test to a physician or physician's assistant and obtain a written medical clearance.

KNOWLEDGE, SKILLS AND ABILITIES:

- Knowledge of State and Federal statutes and regulations related to wildlife and natural resource enforcement, the Texas Penal Code, the Texas Code of Criminal Procedure and TPWD policies and procedures;
- Skill in effective verbal and written communication;
- Skill in using appropriate interpersonal skills;
- Skill in making decisions and using discretion appropriately;
- Skill in MS Word, Excel and Outlook;
- Skill in preparing and completing all required agency and investigative reports;
- Skill in making independent, sound, timely decisions;
- Skill in effective interaction with staff at all levels of the department, other State agencies and organizations;
- Ability to work independently;
- Ability to work as a member of a team;
- Ability to conduct affairs with integrity and personal accountability;
- Ability to learn and apply new techniques and concepts;
- Ability to maintain a positive attitude in adverse conditions;
- Ability to follow directions;
- Ability to be service minded;
- Ability to patrol land and public water for hunting, sport and commercial fishing, boating, water safety, and other natural resource conservation violations;
- Ability to take enforcement action when law violations are observed, reported, or suspected;
- Ability to enforce the statutes and laws of the Texas Penal Code and other relevant state statutes;
- Ability to secure, search, and process crime scenes for evidence and contraband;
- Ability to assist local, county, state, and federal law enforcement agencies;
- Ability to provide assistance and respond to calls from the public;
- Ability to work with local landowners, sports groups, and other constituents;

Ability to prepare and submit investigative reports, arrest and case reports, citations, dispositions, warrants, and other records related to enforcement activities, programs and operations;

- Ability to testify in court, administrative hearings, and other official proceedings.

ADDITIONAL INFORMATION:

WORKING CONDITIONS:

- Required to respond to emergency situations;
- Required to stay awake for extended periods of time;
- Required to conduct work activities in accordance with TPWD safety program;
- Required to travel 20% with possible overnight stays;
- Required to operate a State vehicle;
- Non-smoking environment in State buildings and vehicles.

Station Assignment:

- The applicant must be willing and able to accept assignment anywhere in the State of Texas upon graduation from academy training and commissioning as a Texas Game Warden;
- Assignments will be made where vacancies exist statewide and shall be made in the best interest of the department. Assignments will be made after the successful completion of the academy training period.

Work Schedule:

- The applicant must be willing and able to: work state and federal holidays; work hours other than 8 a.m. to 5 p.m. with days off other than Saturday and Sunday; are subject to call 24 hours a day, seven days a week.
- Cadets may be required to work over 8 hours per day.

Overtime Compensation:

- In accordance with the Fair Labor Standards Act, the department uses a system of compensatory time off in lieu of overtime payment, at a rate of 1.5 hours of compensatory time for every hour actually worked in excess of 171 hours in a 28 day work period.

Work Environment:

- Cadets and Game Wardens work extensively out-of-doors, during inclement and sometimes hazardous weather conditions, during natural disasters and under other possibly dangerous conditions. At times, wardens and cadets are required to work in highly stressful situations that may be hazardous to their health and safety, which could include working with people who are injured, violent, emotionally upset or otherwise pose a danger.

Dress Code:

- Cadets and Game Wardens are required to wear a prescribed uniform and adhere to established dress and grooming standards. Uniforms include equipment such as firearms and other defensive equipment. Commissioned personnel on duty and in uniform will maintain a neat and clean appearance according to the Law Enforcement General Orders to include:
 - Hair for both male and female officers in uniform, must be of natural color and in length and style;
 - No tattoos from the neck and above, to include any part of the head are allowed. Commissioned personnel shall not wear tattoos, if visible or exposed, are of an offensive manner or nature, while in uniform.
- Employees must be neat and clean in their appearance in public, whether in or out of uniform. Therefore, applicants with tattoos, brandings, and/or body piercings in areas of the body which cannot be covered by the appropriate dress required of this position will be disqualified, if they are not removed by the date of their background interview. Such markings may not be concealed in any manner, including make-up or bandages. Further,

tattoos or brandings anywhere on the body that promote racism/discrimination, indecency, extremist or supremacist philosophies, gang affiliation or lawlessness, violence, or contain sexually explicitly material are prohibited. Applicants with gauged earlobes will also be disqualified if not corrected by the date of their background interview.

Residence:

- Cadets will be required to live at the Game Warden Training Center near Hamilton, Texas, for the duration of the training period, approximately 30 weeks. All rules, regulations, policies and procedures of the Academy must be followed while in residence.

Emolument:

- An emolument may be taken from cadets for food services while at the Game Warden Training Center.

An Equal Opportunity Employer

Game Warden Trainee (Cadet) Supplemental Questionnaire

- * 1. Are you willing and able to accept a station assignment anywhere in the State of Texas upon graduation from academy training and commissioning as a Texas Game Warden?
 Yes
 No
- * 2. Do you possess a valid state driver's license?
 Yes
 No
- * 3. I ACKNOWLEDGE and UNDERSTAND that I may be required to work state and federal holidays; work hours other than 8 a.m. to 5 p.m. with days off other than Saturday and Sunday; subject to be on call 24 hours a day, seven days a week; and may be required to work up to 171 hours in a 28-day work period.
 Yes
 No
- * 4. I ACKNOWLEDGE and UNDERSTAND that I will be required to live at the Game Warden Training Center near Hamilton, Texas for the duration of the training period (approximately 30 weeks). All rules, regulations, policies and procedures of the Academy must be followed while in residence.
 Yes
 No
- * 5. Will you be the age of 21 years old before the projected date of graduation from the Texas Game Warden Training Academy in August 2018?
 Yes
 No
- * 6. I ACKNOWLEDGE and UNDERSTAND that I will be required to wear a prescribed uniform and

adhere to established dress and grooming standards according to the Law Enforcement General Orders to include: • Hair for both male and female officers in uniform, must be of natural color and in length and style; • No tattoos from the neck and above, to include any part of the head are allowed; • Commissioned personnel shall not wear tattoos, if visible or exposed, are of an offensive manner or nature, while in uniform.

Yes

No

- * 7. I ACKNOWLEDGE and UNDERSTAND that a monthly deduction may be taken for food services while at the Game Warden Training Center.

Yes

No

- * 8. I ACKNOWLEDGE and UNDERSTAND that I will be required to complete and pass the Physical Readiness Test, which in part includes swimming and running.

Yes

No

- * 9. By typing my initials in the box below, I acknowledge my understanding of the following: • I ACKNOWLEDGE and UNDERSTAND that I will be subjected to, and must successfully pass, a thorough and comprehensive background investigation. • I ACKNOWLEDGE and UNDERSTAND that I must be of good moral character and not have any of the following incidents in my criminal history. 1. A conviction for any Felony or Class A Misdemeanor offense at any time (Deferred Adjudication is defined as a conviction); 2. A conviction for any Class B Misdemeanor offense within 10 years prior to the date of application (Deferred Adjudication is defined as a conviction), which includes convictions for DWI (driving while intoxicated), DUID (driving under the influence of drugs) and BWI (boating while intoxicated), never have been convicted of any family violence offense, currently on court-ordered community supervision, and/or probation or parole for any criminal offense above the grade of Class C Misdemeanor. • I ACKNOWLEDGE and UNDERSTAND that I must not have been discharged from any military service under less than honorable conditions, must be eligible for re-entry. • I ACKNOWLEDGE and UNDERSTAND that I may not have any current illegal drug use, within the past 2 years from the date of application. • I ACKNOWLEDGE and UNDERSTAND that I must be examined by a licensed psychologist and be declared to be in satisfactory psychological and emotional health prior to employment.

- * 10. I ACKNOWLEDGE and UNDERSTAND that I must possess or be able to obtain, within one year of employment, a Texas Commission on Law Enforcement (TCOLE) license.

Yes

No

- * 11. Are you a graduate from the Texas Game Warden Training Academy?

Yes

No

- * 12. Are you currently, or have you ever been a commissioned/certified Peace Officer?

Yes

No

13. If a current or past Texas Peace Officer list your Personal Identification Number (PID).

14. If a current or past Peace Officer from a state other than Texas, list the state(s).

- * 15. I ACKNOWLEDGE and UNDERSTAND that I have not had a peace officer license that has been revoked or have a voluntary surrender of the license, or have had a commission

denied.

Yes

No

- * 16. I ACKNOWLEDGE and UNDERSTAND that a Texas Game Warden is a state peace officer licensed by Texas Commission on Law Enforcement. A state peace officer is required to issue citations, make arrests, possibly use defensive weapons (including firearms), and perform other law enforcement duties.

Yes

No

- * 17. I ACKNOWLEDGE and UNDERSTAND that Texas Game Wardens and Game Warden Cadets work extensively out-of-doors, during inclement and sometimes hazardous weather conditions, during natural disasters and under other possibly dangerous conditions. At times, wardens and cadets are required to work in highly stressful situations which may be hazardous to their health and safety, which could include working with people who are injured, violent, emotionally upset or otherwise pose a danger.

Yes

No

18. Will you have successfully completed and conferred a Bachelor's, Master's or PhD level degree from an accredited college or university on or before September 1, 2017?

Yes

No

- * Required Question