



State Watercraft Officer Cadet Application Process

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Your application for the position of State Watercraft Officer Cadet is the first step in the employment process. Your ability to complete the application properly and thoroughly is the most important first step you need in order to complete the pre-screening process.

Once you have completed the pre-screening process you will be expected to successfully complete a series of assessments. You must complete each step successfully in order to continue in the hiring process. You will be notified of dates, times and locations where you must appear to fulfill these assessments.

The schedule below is a “typical” hiring timeline for a State Watercraft Officer Cadet. The hiring process could extend for a period of 11 months.

- Posting of the position of Watercraft Officer Cadet
- Prescreening of applicants
- Physical fitness testing
- Swim testing
- Formal interview
- Background investigations
- Polygraph testing
- Psychological testing
- Conditional offer of employment
- Pre-employment drug screening
- Final acceptance for employment
- Upon employment, you will attend a basic police officers academy at the Ohio State Highway Patrol. You must complete the academy in order to continue employment.

You will be given notice of your success or failure of each phase either verbally or in writing within 30 calendar days following the completion of that phase.

Detailed explanations of these assessments and the screening procedures are included in this packet.

Background Investigation

Investigators and officers of the Division of Watercraft will conduct a complete and thorough investigation of your background in order to determine your suitability for employment as a State Watercraft Officer Cadet.

An in-depth interview will be held with you at a location of the investigator’s choosing.

In addition to the in-depth interview, your family, friends, neighbors, present and former employers, fellow employees, school officials, courts and local law enforcement agencies, etc. will be contacted as part of background investigation.



Background Investigation, continued

Before or during the background investigation the applicant will be requested to undergo a polygraph examination. Questions asked during this examination will be taken from a questionnaire completed by the applicant.

The following occurrences in the background **will** result in the rejection of the application:

- Felony conviction or felony conduct
- Illegal use of drugs or conviction for drug related violations
 - an applicant who has sold any illegal drug for profit at any time
 - an applicant who is discovered to have misrepresented his/her drug history in completing the application
 - an applicant who has used any illegal drug while employed in any law enforcement or prosecutorial position
 - an applicant who has used any illegal drug while employed in a position which carries a high level of responsibility or public trust
 - an applicant who has used marijuana within the past 12 months
 - an applicant who has used any illegal drug other than marijuana within the last 10 years will be found unsuitable for employment. Illegal drugs include anabolic steroids used after February 27, 1991.

“Use” is defined as: including any intentional or unintentional trying, testing, or experimenting which includes, but is not limited to, tasting, smoking, injecting, absorbing, sniffing, or inhaling.

- Having six (6) or more active points on driving record
- Lack of truthfulness – falsification of any application, civil service or background information
- Acts of violence and or admissions of undetected crimes against person(s) (domestic violence, assault)
- Failure of the Psychological Assessment

The following occurrences in the background **could** result in the rejection of the application:

- Intemperate use of alcohol
- Anti-social behavior
- Poor work record
- Poor driving record
 - numerous crashes and/or numerous convictions for moving violations
- Numerous debts that are not regularly being paid
- Non-compliance to law(s)
- Violations of any federal or state natural resources violations including, but not limited to parks, fishing, game and vessel violations
- Failure of the Polygraph Examination

The applicant’s background will be considered in terms of moral character, emotional stability, reputations in the community, and interest in serving people.

If you have any questions concerning the background process or the occurrences that may result in the rejection of your application please call (614) 265-6672.



Medical Examination

A complete medical examination will be conducted by a licensed physician to determine that applicant's fitness to perform the duties of an officer of ODNR and meet any other requirements of the training academy

Applicants will be required to meet the basic requirements partially outlined below:

- Weight shall be in proportion to height in accordance with established recognized standards
- Vision requirements will be based in part on vision acuity, depth perception, and color perception. An applicant must have vision correctable to 20/20 binocular vision. Moderate color vision is required.
- There are other physical, medical, and psychological conditions, which could affect the applicant's application.
- The applicant may be required to furnish additional information from his/her own personal or other physician at his/her own expense.

Psychological Assessment

Each applicant will be required to take approximately four (4) hours of psychological tests. A licensed psychologist will evaluate these tests.

Each applicant will be scheduled to participate in a ½ hour personal interview with a licensed psychologist to discuss the results of the psychological tests.



Self-Assessment Questionnaire

ODNR Division of Watercraft is one of the most respected and innovative marine law enforcement agencies in the country. In addition to working in the diverse field of marine law enforcement, the salary and benefits make the Division of Watercraft an attractive job opportunity. You should, however, be aware of all the criteria necessary to become a Watercraft Officer Cadet as well as the requirements and demands of the job. You should carefully weigh each aspect before reaching a decision on a career as a State Watercraft Officer.

If you answer “NO” to any of the questions below, you should seriously reconsider your decision to enter into the application/selection process to become a State Watercraft Officer. It is a unique job, performed by dedicated men and women. It is not a career for everyone. It may or may not be a career for you.

The Selection Process

Are you prepared to:

- Go through a long and competitive selection process that includes a physical fitness evaluation, a swim evaluation, an interview, a background investigation, a pre-employment polygraph examination, a medical screening (including a drug test) and a four (4) hour psychological assessment?
- Invest up to a year to complete all of these steps, if necessary?
- Make several trips to Columbus throughout the selection process?
- Permit an investigator to conduct criminal and financial history checks, and to interview friends, family members, previous employers, high school teachers, and others concerning your background?

The Training Academy

If appointed, will you be able to:

- Endure over four (4) month period of rigorous physical and mental training before 6:00 a.m. and ending at 10:00 p.m., as part of a team operating in a strict military atmosphere?
- Endure being under continuous pressure to react and perform each day throughout your training hours?
- Live and sleep at the academy from Monday through Friday evening, away from your family and friends?
- Have little to no contact with family and friends from Monday through Friday?
- Undertake an intensive, college level academic program that includes hundreds of hours of classroom training, reading, studying, testing and typing?
- Endure intensive physical activity involving, weight training, self defensive training, and long distance running?
- Perform menial tasks such as cleaning basic facilities and equipment, making beds, and washing automobiles?
- Take orders without questions, even though you may not understand their purpose?
- Function in a strict military style atmosphere, including military drill, marching, rank inspections, room inspections, weapon inspection and detail inspections?
- Spend your weekends studying and preparing for the upcoming week?
- Pass testing requirements (knowledge, fitness, spelling, firearms, the state exam)?

**Self-Assessment Questionnaire, continued****As a Watercraft Officer**

Are you willing to:

- Move within 45 miles of your assigned work location?
- Work any shift and have little choice of vacation, days off, or assignments because of a lack of seniority?
- Work weekends and holidays?
- Work alone in a large geographical area with little to no backup availability?
- Work outdoors in inclement or extremely hot weather?
- Be the target of abusive or profane language from the general public you are trying to serve?
- Investigate boating related accidents, provide medical attention or comfort to person who is severely injured or dying, deal with hysterical victims and witnesses, assist with the dead and/or body recovery?
- Deal with large amounts of report writing, forms and paperwork?
- Confront and arrest persons who may be intoxicated, armed or larger and stronger than you?
- Travel anywhere in the state with little notice, or at odd hours to respond to emergencies and/or statewide trainings?
- Risk personal injury to assist others or perform dangerous tasks in hostile environments?

The purpose of the questionnaire is not to discourage you from seeking a challenging and rewarding career as a State Watercraft Officer. Its purpose is to make you aware of aspects of being a Watercraft Officer that you might not have previously considered. If you can honestly answer all of the above questions with a "YES," the Ohio Department of Natural Resources Division of Watercraft welcomes you to apply and wishes you "good luck" in the application/selection process.