



SWORN MEMBER VACANCY

The Kansas City Missouri Police Department employment practices are designed to hire, promote, and assign members without discrimination on the basis of race, color, national origin, limited English proficiency, sex, sexual orientation, gender identity, age, religion, disability, or low-income level.

Date: February 13, 2026

JOB VACANCY MEMORANDUM NO. 26-11

TITLE: Firearms Training and Tactics Section Instructor

ELEMENT OF ASSIGNMENT: Training Division

VACANCY STATUS: Anticipated

EXPIRATION DATE: February 27, 2026

REQUIREMENTS:

An eligibility pool will be established for the position of Firearms Training and Tactics Section Instructor within the Training Unit.

NATURE OF WORK

General duties include research, development, and coordination of In-service and Continuing Education training, teaching and development of firearms skills for Recruit Officers assigned to the Regional Training Academy, and coordination and implementation of training and qualification for outside agencies and private officers.

Officers will coordinate training with members of this department as well as other continuing education providers.

Officers should be proficient with all of the assigned and approved handguns, and the 870 shotgun assigned to Department personnel. In addition, Officers should be familiar with the specialty weapons assigned to tactical units, and the Patrol Rifle Program.

Officers should be familiar with Missouri P.O.S.T. and the associated rules and regulations that pertain to police officer certification.

Proficiency in the use of multimedia equipment and personal computers is strongly recommended.

QUALIFICATIONS

Sworn law enforcement officer with the rank of Police Officer, and as of 11/22/2022 have either:

- A four (4) year bachelor's degree and five (5) or more years active commission as a full-time peace officer, federal law enforcement officer, or military law enforcement officer; or
- A two (2) year associate degree and eight (8) or more years active commission as a full-time peace officer, federal law enforcement officer, or military law enforcement officer; or
- A high school diploma or its equivalent and ten (10) or more years active commission as a full-time peace officer, federal law enforcement officer, or military law enforcement officer.

Additionally, **members must** have 3 current and consecutive years active commission as a full-time peace officer with the Kansas City, Missouri Police Department (graduated with the 175th E.O.C. or before), 18 months of that period within a line element.

Ability to teach, communicate and interact with other Department members, and members of other law enforcement agencies in an instructional setting. Ability to communicate effectively with the public, city agencies, department members, and continuing education providers. Ability to communicate in writing in a meaningful and understandable manner. Ability to communicate effectively in individual and group settings. Ability to research, coordinate, and present instructional classes for law enforcement personnel utilizing Missouri P.O.S.T guidelines.

Completion of the Instructor Development Course is preferred prior to assignment but not required. Completion of that course will be required within one year of assignment to the Firearms Training Section.

Ability to operate a personal computer and have a basic familiarity with Windows software. Ability to operate video cameras and multimedia classroom materials is essential. Ability to work outside in inclement conditions, walk long distances, conduct medium lifting (targets, ammunition, range equipment), and the use of motor skills beyond what is normally used in typical classroom instruction. Members will need to be able to stand for long periods of time on hard surfaces without adverse effects.

Ability to work well with other members of the section in accomplishing common goals is vital.

Ability to demonstrate a high level of skill with the Department authorized handgun and the Department Issued shotgun, obtaining a 90% or above qualification score on each weapon.

All law enforcement members who meet the above qualifications and are interested in participating in the selection process must submit a Request for Transfer, Form 4 P.D., through the chain of command. In addition, one copy must be submitted directly to the Human Resources Division with a resume attached **and one copy, with a resume attached submitted directly to the Firearms Training and Tactics Section supervisor, Sgt. David Hill.** The resumes should include work history, education, any training experience or special activities that relate to the duties of this position and a copy of your college transcript and/or high school diploma.

All transfers request must be received no later than, ***February 27, 2026.***

Members who meet the above qualifications will be contacted individually to schedule the next phase of the process.

Captain Justin Pinkerton

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Commander, Employment Unit