**San Pasqual Band of Mission Indians**
**Job Vacancy**

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| **Position Title:** Tribal Police Officer | **Posting Date:** October 21, 2026 |
| **Position Reports to:** Tribal Police Chief | **Employment Category:** Hourly/ Full-Time |
| **Department:** Tribal Police Department | **Internal Closing Date:** October 28, 2026 |

**Position Summary:**

The Tribal Police Officer is responsible for protecting the lives, property, and safety of tribal members, residents, employees, visitors, and guests within the Tribe's jurisdiction. The officer performs law enforcement, crime prevention, public safety, and community-oriented policing duties while maintaining a professional relationship with the Tribal Council, tribal government, community members, and neighboring law enforcement agencies.
The Tribal Police Officer is expected to uphold the laws and regulations applicable within the Tribe's jurisdiction and to exercise law enforcement authority consistent with applicable federal, state, tribal, and local laws, agreements, and departmental policies.

**Principal Duties and Responsibilities:**

- Patrol tribal lands, residential areas, businesses, government facilities, and other assigned areas to deter and detect criminal activity.
- Respond promptly and professionally to emergency and non-emergency calls for service.
- Conduct criminal investigations, preliminary investigations, and follow-up investigations as assigned.
- Make lawful arrests and take appropriate enforcement action consistent with applicable law and department policy.
- Serve and execute warrants, subpoenas, summonses, and other legal documents as authorized.
- Conduct traffic enforcement and investigate traffic collisions when authorized.
- Respond to domestic violence, assault, theft, vandalism, disturbances, and other calls for service.
- Prepare accurate and complete incident, arrest, investigative, and supplemental reports.
- Collect, preserve, document, and properly handle evidence and property.
- Interview victims, witnesses, suspects, and other involved parties.
- Testify in Tribal Court, state court, federal court, or other legal proceedings when required.
- Maintain knowledge of applicable tribal ordinances, federal law, California law, department policies, and intergovernmental agreements relevant to assigned duties.
- Work cooperatively with neighboring municipal, county, state, federal, and tribal law enforcement agencies.
- Participate in crime prevention, community policing, and public outreach programs.
- Establish and maintain positive relationships with tribal members, Tribal Council, tribal employees, businesses, and community organizations.
- Respond to medical emergencies, fires, hazardous incidents, and other public safety emergencies as appropriate.

- Provide security and law enforcement services for tribal facilities, events, ceremonies, and other activities.
- Conduct welfare checks and assist vulnerable persons when necessary.
- Maintain proficiency with firearms, defensive tactics, emergency vehicle operations, less-lethal equipment, and other required law enforcement equipment.
- Safely operate department vehicles and equipment.
- Maintain confidentiality of criminal investigations, personnel matters, and other sensitive tribal and departmental information.
- Attend required training and maintain all certifications required by the department and applicable law.
- Perform other duties as assigned by the Chief of Police or designee.

**Qualifications & Skills**

*REQUIRED EDUCATION / CERTIFICATIONS:*

- High School Diploma or GED
- Minimum of two years of Law Enforcement, Military Law Enforcement or Tribal Public Safety experience required.
- Valid CA. Driver's License.
- Completion of either a California P.O.S.T. certified basic academy or the National Indian Police Academy.
- Must be able to pass a routine background check at time of employment.
- Must apply for and pass a National Security (SF86) adjudicated background check as mandated by Bureau of Indian Affairs.
- Must successfully pass a pre-employment drug screening and participate in random drug testing thereafter, in accordance with applicable policies and requirements.
- Must successfully complete firearms and other required law enforcement training.
- Ability to work varying shifts, including nights, weekends, holidays, and overtime.

*PHYSICAL AND ENVIRONMENTAL REQUIREMENT*

The position requires the ability to perform the essential functions of police work, which may include:

- Standing, walking, running, climbing, bending, kneeling, and lifting.
- Pursuing and restraining individuals when legally necessary.
- Working outdoors in varying weather conditions.
- Operating emergency vehicles under department policy.
- Wearing a duty uniform and required protective equipment.
- Carrying firearms, radios, body armor, and other police equipment.
- Responding to potentially hazardous, stressful, or physically demanding situations.

*KNOWLEDGE, SKILLS, & ABILITY*

- Knowledge of law enforcement principles, practices, and procedures.
- Knowledge of applicable Tribal, Federal, and California laws and regulations.
- Knowledge of Public Law 280 and relevant Federal laws.
- Knowledge of crime prevention and community policing practices.
- Ability to assess situations quickly and make sound decisions under stressful conditions.
- Ability to communicate effectively with people from diverse backgrounds.
- Ability to conduct investigations and prepare clear, accurate reports.
- Ability to exercise discretion, integrity, professionalism, and sound judgment.

*Individuals interested in being considered for this position should email their resume to hr@sanpasqualtribe.org, apply online at https://www.paycomonline.net/v4/ats/web.php/portal/B8DA13884CDB5C1B3AA4580D7D4DD0B1/jobs/297194?jpt=fe23e4658f74b1d00f8051bdd9ce7eb0, or submit their application in person or by mail to 16400 Kumeyaay Way, Valley Center, CA 92082.*

In accordance with the San Pasqual Band of Mission Indians' Policies and Procedures, preference in hiring, transfers, and promotions shall be given to qualified applicants in the following order: 1. San Pasqual Band of Mission Indians Tribal Members. 2. Spouse of an enrolled Tribal Member who contributes to the household 3. San Pasqual Band of Mission Indians Lineal Descendants. 4. Other Native Americans 5. Non-Native Americans