

MCS ENFORCEMENT OFFICER REQUIREMENTS

Minimum Requirement:

Applicants must comply with title 7-32-303 MCA which states that no peace officer in the State of Montana shall be appointed who does not meet and or agree to the following:

- You must be an U.S. citizen, at least 18 years of age, pass a fingerprint and criminal records check with no conviction of a crime for which the person could have been imprisoned in a federal or state penitentiary.
- You must be of good moral character, as determined by a background investigation.
- You must be examined by a local physician to determine that you are free from any mental or physical condition that might adversely affect performance duties.
- You must successfully complete an oral examination to demonstrate possession of communication skills, temperament, motivation, and other characteristics necessary to accomplish the duties.
- You must possess (or be able to obtain) a valid MT Driver's License.
- Take and continually comply with a formal oath of office.

Education/Experience:

Minimum Qualifications:

Desired education and experience includes a High School diploma or a GED and one (1) year experience in a police, military or public service regulatory organization.

Alternate Qualifications:

Any regulatory public-service related degrees such as Police Science, Protective Services, Emergency Management, or Criminal Justice or other education acceptable to the selection committee.

Experience in Public Service, Public or Military service in a police, security, or combat-arms related military occupational specialty. Law Enforcement Academy and training courses will be evaluated on a case by case basis.

Other combinations of education and experience that would provide the equivalency (as evaluated on a case-by-case basis).

All applications will be reviewed for compliance with Montana Public Safety Officer Standards and Training (POST) rules and regulations.

Selection Process:

Applicants who successfully pass each of the following steps qualify for consideration for employment with the MDT.

Application Screening:

Applications are reviewed for completeness, accuracy, education and experience, and minimum requirements. Any applicant who falsifies or withholds any pertinent information will be rejected.

Physical Fitness Test:

The physical abilities test used is the [Montana Physical Abilities Test \(MPAT\)](#). The MPAT test measures the strength, flexibility and endurance law enforcement officers need to perform the essential functions of their positions.

Applicants must meet the Montana Law Enforcement Academy's [physical fitness requirements](#) for acceptance into the Law Enforcement Officer Basic Course. Failure to meet this minimum level eliminates an applicant from physical fitness testing and from the selection process.

Written Testing:

National Police Officer Selection Test:

- The test takes a total of 75 minutes and is made up of four separately timed sections. The mathematics, reading comprehension and grammar sections are multiple-choice and true or false questions. The incident report writing section requires answers in complete sentences.
- Although most of the questions relate to police duty, no prior knowledge of law or law enforcement is needed to answer.
- Failure to meet the minimum passing score eliminates an applicant from the selection process.

Oral Interview:

Applicants must complete a behavioral based interview involving questions related to teamwork, relationship management, communications and ambiguity.

Background Investigation:

Selected applicants must pass an extensive background investigation conducted by the Motor Carrier Services Division, including, at a minimum:

- Criminal history records check
- Driving records history check
- Previous employer reference checks
- Fingerprint check
- Verification of application materials and qualifications
- Verification of compliance with the Federal Military Selective Service Act

Psychological Screening, Physical Exam and Physical Fitness Testing:

After a conditional offer of employment, selected applicants must pass a psychological evaluation and an in-depth physical examination. Applicants must meet the [physical fitness requirements](#) for acceptance into the Law Enforcement Officer Basic Course 90 days prior to the commencement of the course.

Training:

Selected applicants are required to attend:

- Law Enforcement Officer Basic Course – 12 weeks of academic and physical training. Successful entry-level candidates attend this course. To graduate from the Law Enforcement Officer Basic Course, recruits must meet all academic and [physical fitness requirements](#).

Field Training:

Upon appointment, MCS Officers are assigned experienced field training officers (FTOs). The field training program last approximately 13 weeks and is accomplished before and/or after the MLEA Training.

MCS Officers must also complete an additional 5 weeks of specialized Commercial Vehicle inspection training.

Information:

For more information call MCS Enforcement at 406-444-6139 or MDT Human Resources at 406-444-6054.

Montana Department of Transportation is an Equal Opportunity Employer.