



# Kern County Sheriff's Office RECRUITING THE Ideal Candidate

The Kern County Sheriff's Office defines these traits, skills and abilities as necessary for a successful career serving the diverse community of Kern County. The ideal candidate is fit to uphold the high standards of a profession in law enforcement. The Kern County Sheriff's Office will seek and retain qualified individuals who maintain a high moral character, are ethical in all facets of life, and are trustworthy and professional when serving our community. New recruits will undergo continuous training on these principles throughout their time in the academy and during field training.



## Integrity and Honesty

KCSO will seek to recruit candidates for employment who are honest and ethical.



## Decision Making and Judgement

KCSO will seek to hire people with previous employment and life experience that require sound decision-making and judgment.



## Social and Cultural Sensitivity

KCSO will seek to recruit candidates who uphold the rights of all people, regardless of race/ethnicity, sex, gender identity, nationality, religion, disability, citizenship status, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics.



## Stress Tolerance

KCSO will seek to employ candidates with work experience, life experience, and education that demonstrates the individual's ability to de-escalate a stressful situation.



## Conscientious

KCSO will seek potential employees who have a proven work history of being reliable and taking responsibility for their decisions and actions. Prospective employees should be financially responsible and have a history of fulfilling debt or fiscal obligations.



## Interpersonal Skills

KCSO will assess potential employees regarding prior experiences. Candidates should highlight their experience working in a team or group, including those reflecting diverse backgrounds.



## Communication Skills

Candidates will be interviewed to test their oral expression. Written expression will be reviewed through different sources, such as a candidate's personal history statement.

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