



# *Wear our Badge. Find your Team. Make an Impact!*



*The Sheboygan Police Department is a progressive police agency that uses a Community Orientated, Neighborhood Based police strategy. We value collaborative problem solving as a means of providing quality, interactive police service to the purpose of creating a vibrant and healthy community for those who live, work and recreate in our City.*

*The mission of the Sheboygan Police Department is to be the model of excellence in policing by working in partnership with the community and other to:*

*Fight crime, the fear of crime and disorder.*

*Enforce Laws while safeguarding the constitutional rights of all people.*

*Provide quality service to all our residents and visitors; and*

*Create a work environment in which we recruit, train and develop an exceptional team of employees.*

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*The successful applicant for a position in our agency has the following characteristics:*

*A person of character- maintains integrity, demonstrates humility*

*Puts people first—shows concern and care*

*A skilled communicator - shows empathy, invites feedback, and is persuasive*

*Acts with compassion - expresses appreciation, builds teams, negotiates conflict*

*Has foresight - visionary, creative, courageous and decisive*

*Systems thinker - comfortable with complexity, adaptive, considers a “greater good”*

*Leads with moral authority - accepts responsibility and shares control, accountable*

*We look for candidates who have a proven leadership record, and who demonstrate leadership qualities such as the ability to persevere through difficult challenges. Specifically, we look for evidence of:*

*Demonstrated Past Achievement*

*Perseverance in the face of challenges*

*Strong critical thinking skills*

*Ability to influence and motivate others*

*High level of initiative*

*Problem solving and organizational ability*

*Desire to work relentlessly in pursuit of our mission*

