

PEACE OFFICER INSTRUCTOR AND SKILLS PROGRAM DIRECTOR

MSCF Faculty

Unlimited, Full-Time

Anticipated Start Date: August 18, 2025

Minnesota North College is seeking to hire an unlimited Peace Officer Instructor to lead the College's Minnesota Police Officer Standards and Training (MN POST) board-certified Professional Peace Officer Education (PPOE) programs in Hibbing, MN. Minnesota North College prepares graduates for the MN POST certification and law enforcement careers, as well as, numerous other state and federal law enforcement employment opportunities.

This position involves teaching courses related to the Peace Officer Program, leading the skills components of the PPOE program at Hibbing during the academic year, and overseeing the summer skills program. Duties include coordination with the Minnesota State University Mankato Criminal Justice program for the spring semester skills program at MSUM. Responsibilities will include organizing a wide variety of training components to meet MN POST standards, providing oversight and direction for numerous law enforcement skills instructors, care and upkeep of training equipment, documentation of student performance, pre- and post-reporting to MN POST, and student instruction.

Work Location: Minnesota North College – Hibbing Campus

Salary Range: \$52,586 - \$73,690/annually

This salary range is for initial placement only. If currently teaching within Minnesota State, current salary will remain the same.

About the Position

Minnesota North College is seeking a dedicated and experienced Peace Officer Instructor to lead the Minnesota Police Officer Standards and Training (MN POST) certified degree programming in Hibbing, MN. This unlimited, full-time position will be responsible for the instruction and administration of the law enforcement courses and certified skills training required for MN POST licensure.

Minnesota North College is committed to producing law enforcement graduates who are culturally competent and able to equitably respond to all individuals they are charged to serve and protect and recognizes its essential role in advancing meaningful reforms in law enforcement. The institution is actively working to develop programs that prepare graduates for this important work. The peace officer faculty lead these efforts, ensuring that graduates are not only skilled in technical law enforcement duties, but also equipped to engage in positive and effective community policing.

This position plays a critical role in preparing future law enforcement officers for careers with local, state, and federal law enforcement agencies. The successful candidate will be instrumental in coordinating and leading the skills-based training component of the MN POST Board certified Professional Peace Officer Education (PPOE) program to ensure a seamless and effective educational experience for all students.

Key Responsibilities

- **Instruction:** Lead and instruct peace officer program courses including skills courses adhering to the standards set by the MN POST Board.
- **Coordination:** Collaborate with MSU Mankato's Criminal Justice Program for delivering the Minnesota North College's Peace Officer Skills Certificate Program on location at MSUM and ensure proper integration of curriculum between academic and skills components.
- **Program Leadership:** Provide leadership and direction for law enforcement skills instructors, ensuring high-quality delivery of training and consistent standards.
- **Training Management:** Organize and facilitate a range of law enforcement training exercises that meet MN POST requirements, including defensive tactics, firearms training, emergency vehicle operation, and other core law enforcement competencies.
- **Equipment Oversight:** Manage, maintain, and oversee the upkeep of training equipment to ensure compliance with safety

standards and functional effectiveness.

- **Documentation & Reporting:** Document student performance, conduct assessments, and manage pre- and post-training reporting in compliance with MN POST regulations.
- **Student Support:** Provide guidance and mentorship to students throughout the program, supporting their professional development as future peace officers.
- **Other Duties as Assigned:** Participate in ongoing law enforcement education reform, curriculum development, student recruitment activities, and other program-related tasks as required.

QUALIFICATIONS:

Minimum Qualifications

Education Requirement

- Bachelor's degree in law enforcement, criminal justice, education, social or behavioral science, or related field.

Occupational Experience Requirement

- Four full-time years (or equivalent) of verified related paid work experience in law enforcement, a maximum of two years of this experience may be in corrections.

Recency Requirement

- One year of this work experience shall be within the five years immediately preceding the date of application for the credential field. The recency requirement shall be waived if the individual has two years of successful full-time (or equivalent) postsecondary teaching experience in the credential field within the last five years.

Professional Requirement

- POST (Peace Officers Standards and Training Board of Minnesota) eligible, or a Federal licensed agent with the powers of arrest, the completion of a basic course recognized by a state council, state commission, state board, or state agency which leads to licensing or basic certification as a law enforcement officer, including but not limited to the basic Drug Enforcement Administration's Agent school, the Federal Bureau of Investigation's Basic Agent school or the Federal Law Enforcement Training Center's uniform patrol course or basic investigators course.

Teaching and Learning Competency Requirement

- All new faculty must complete the teaching and learning requirement during their probation period. See requirements here: [Teaching and Learning Competency Requirement](#)

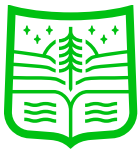
Preferred Qualifications

- Teaching experience with a diverse learner population.
- A commitment to cultural diversity, inclusive teaching, and student success.
- Significant professional experience in law enforcement, with knowledge and expertise in law enforcement skills, procedures, and training.
- Strong organizational and leadership skills, with the ability to coordinate multiple components of a training program.
- Experience with MN POST certification processes and requirements.
- Strong background in the development and delivery of law enforcement training, including scenario-based and hands-on instruction.
- Excellent communication and interpersonal skills, with a demonstrated ability to work effectively with students, faculty, and other stakeholders.
- Advanced degree in Criminal Justice or related field.

Application Procedure:

Candidates with professional or lived experience in engaging diverse communities in their professional career are especially encouraged to apply.

- **External Applicants:** Applicants not currently employed by Minnesota State can access the [career site](#) to search and apply for jobs, and to check the status of applications. Those applying for a position will be prompted to create a profile in Workday. For assistance, please [contact us](#).
- **Internal Applicants:** All current college system employees will need to log in to the career site in [Workday](#) to apply for a position. Employees may also search for "Browse Jobs - Employees" in Workday via the search bar at the top to view open positions.
 - **To access Jobs Hub:**



- Log into Workday
- Open/Add the Jobs Hub app via Menu to browse open job postings, save search criteria for future use, and review your submitted application.
- To apply for a position on Jobs Hub, click on the posting's Apply button, complete the application, and click Submit. By following these steps, you can help maintain data integrity and streamline the hiring process.
- **Please use Job Requisition #: JR0000001791**
 - https://minnstate.wd1.myworkdayjobs.com/Minnesota_State_Careers/job/MNOR---Hibbing-Campus/Law-Enforcement---Peace-Officer-Instructor-and-Skills-Program-Director--Technical-College-Faculty-JR0000001791

DEADLINE TO APPLY: Review of Applications will begin on April 7, 2025 – Posting open until filled

Please upload the following information with your Workday application:

- Cover letter
- A current resume
- A list of three professional references with contact information
- Unofficial copies of academic transcripts and licenses (official will be required at time of hire)

For questions regarding this posting, please contact Donna Hoag, HR: donna.hoag@minnesotanorth.edu

GREAT BENEFITS PACKAGE! Includes low cost medical and dental insurance, employer paid life insurance, short- and long-term disability, pre-tax flexible spending accounts, retirement plan, tax-deferred compensation, sick leave, paid personal days. Learn more at: <https://mn.gov/mmb/segip/>

Minnesota North College is comprised of six campuses including Hibbing, Itasca, Mesabi Range (Eveleth and Virginia), Rainy River, and Vermilion. Our campuses are rooted in their communities' rich histories of providing access and opportunity to higher education across northern Minnesota for over 100 years. We are committed to our role as leaders in education, partnering with local schools, business and industry, and government to create opportunities for students and the region.

We look forward to continuing to serve our students, employees, and communities long into the future, and we hope you choose to *Head North* and join us as an employee for Minnesota North College!

Instructors work 171 days during a nine-month academic year and receive excellent benefits. Under the collective bargaining agreement with the Minnesota State College faculty (MSCF), new instructors to the Minnesota State College Faculty system receive an actual salary placement based on education and related experience.

Minnesota North College recognizes and values the importance of diversity and inclusion in enriching the employment experience of its employees and in supporting the academic mission. MN North is committed to attracting and retaining employees with varying identities and backgrounds.

Minnesota State Colleges and Universities is an Equal Opportunity employer/educator committed to the principles of diversity. We actively seek and encourage applications from women, minorities, persons with disabilities and veterans. All applicants must be able to lawfully accept employment in the United States at the time of employment. This document can be made available in alternative formats such as large print, Braille or audio tape by calling Charlotte Peterson, Vice President of Human Resources (218) 550-2502. AA/EO, Veteran Friendly.