



# Security and Emergency Services Community of Interest

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1811- Criminal Investigation Series  
Career Road Map & Training Strategy

## Overview of the 1811 Criminal Investigation Career Road Map and Training Strategy

The United States Marine Corps (USMC) Security and Emergency Services (S&ES) Community of Interest (COI) developed this competency-based career road map and training strategy to support 1811- Criminal Investigation series professional development of technical competencies and training. This learning map is organized by a group of competencies, which together define successful performance in the 1811- Criminal Investigating Series. Career road maps along with a training strategy are essential resources for career development and useful for identifying the knowledge and skillsets needed to meet and/or enhance their skills in this occupational series.

This competency-based career road map was developed based on guidance from the Office of Personnel Management (OPM) Position Classification Standard, OPM Grade Evaluation Guide and via working groups using 1811 leaders across the USMC. Previously developed USMC 1811 models were incorporated as a baseline. Career road maps are comprised of several components, described in Table 1 below:

**Table 1. Components of a Career Road Map and Training Strategy**

<b>Competency Titles and Definitions</b>	Describe the capabilities required within a position or job role.
<b>Proficiency Targets</b>	Define different levels of required performance (Entry, Journeyman and Supervisor) within a competency area.
<b>Behavioral Indicators (BIs)</b>	Examples of activities performed by an individual that illustrate how a competency is demonstrated at varying levels of proficiency: Entry, Journeyman and Supervisor.
<b>Training</b>	<ul style="list-style-type: none"> <li>• <b>Core:</b> Initial training that all personnel should have in related position from entry to senior levels.</li> <li>• <b>Core-Plus/Leadership:</b> Advanced and leadership training that is necessary for career progression that is recommended for mid-senior personnel in addition to core training.</li> <li>• <b>Career Enhancing/Sustainment:</b> Training intended to maintain credentials or a good training course to have, but not necessary for career advancement.</li> </ul>

## Criminal Investigation Series Defined

This series covers positions which supervise, lead, or perform work involving planning, conducting, or managing investigations related to alleged or suspected criminal violations of Federal laws. The work involves: recognizing, developing, and presenting evidence to reconstruct events, sequences, time elements, relationships, responsibilities, legal liabilities, and conflicts of interest; conducting investigations in a manner meeting legal and procedural requirements; and providing advice and assistance both in and out of court to the U.S. Attorney's Office during investigations and prosecutions. Work in this series primarily requires knowledge of criminal investigative techniques, rules of criminal procedures, laws, and precedent court decisions concerning the admissibility of evidence, constitutional rights, search and seizure, and related issues in the conduct of investigations.

## Competency Areas

Eight competencies have been identified for the successful performance in the 1811 Criminal Investigation series:

1. Law Enforcement Training Services
2. Protective Services
3. Criminal Investigation
4. Crime Scene Preservation and Evidence Collection
5. Crisis Hostage Negotiation
6. Technology Application
7. Control Tactics (Self Defense)
8. Use of Force

## Proficiency and Skill Band Definitions

The Proficiency Rating Scale (Table 2) below details the rating given for each level of proficiency and its corresponding definition. Proficiency levels describe the degree of competency required to perform a specific job successfully; these levels relate to the work required for a specific job. Different jobs require different levels of proficiency for successful performance. The proficiency levels provided in this learning map indicate the minimum proficiency target for successful performance.

**Table 2. Proficiency Rating Scale**

<b>1</b>	<b>Basic</b>	No Proficiency	Conceptual Knowledge Only/No Experience
<b>2</b>	<b>Applied</b>	Low Proficiency	Able to Apply with Help
<b>3</b>	<b>Intermediate</b>	Moderate Proficiency	Able to Apply Autonomously
<b>4</b>	<b>Advanced</b>	High Proficiency	Proficient/Able to Help Others
<b>5</b>	<b>Expert</b>	Very High Proficiency	Expert Knowledge

The USMC COI has outlined a career progression structure that more accurately reflects the change in your abilities and responsibilities over time. That structure is called the Skill Level Structure (Table 3). It is associated with each occupational series and follows you from the time you are an entry-level employee until you attain the level of a management employee. Career progress in the USMC has traditionally been based on the federal government pay schedule system. The ratings within the pay schedule system are associated with Job Skill Levels within the 1811-Criminal Investigation indicated as follows:

**Table 3. Skill Level Structure**

Job Skill Level	Definition	Job Titles within Skill Levels	Pay Plan	Beginning Grade	Target Grade
1	Entry	Criminal Investigator	GS	9	10
2	Journeyman	Criminal Investigator	GS	10/11	11
3	Supervisor	Criminal Investigator	GS	12	12

## Advancing Levels of Expertise

**Table 4. Advancing Levels of Expertise**

<b>Entry Level (GS-9)</b>	<b>Journeyman (GS 10/11)</b>	<b>Supervisor (GS-12)</b>
At the entry level, investigators perform work involving planning, conducting or managing investigations related to alleged or suspected criminal violations for Federal Laws. Work in this series primarily requires: recognizing, developing, and presenting evidence to reconstruct events, sequences, time elements, relationships, responsibilities, legal liabilities and conflicts of interest; conducting investigations in a manner meeting legal and procedural requirements and providing advice and assistance both in and out of court to the U.S. Attorney's Office during investigation and prosecution.	At the intermediate level, investigators lead work involving planning, conducting or managing investigations related to alleged or suspected criminal violations for Federal Laws. Work in this series primarily requires: recognizing, developing, and presenting evidence to reconstruct events, sequences, time elements, relationships, responsibilities, legal liabilities, and conflicts of interest; conducting investigations in a manner meeting legal and procedural requirements; and providing advice and assistance both in and out of court to the U.S. Attorney's Office during investigations and prosecutions.	At the expert level, investigators lead work involving planning, conducting or managing investigations related to alleged or suspected criminal violations for Federal Laws. Work in this series primarily requires: recognizing, developing, and presenting evidence to reconstruct events, sequences, time elements, relationship, responsibilities, legal liabilities and conflicts of interest; conducting investigations in a manner meeting legal and procedural requirements; and providing advice and assistance both in and out of court to the U.S. Attorney's Office during investigations and prosecutions.
<b>Desired Academic Credentials:</b>  High School  Any BS/BA Degree	<b>Desired Academic Credentials:</b>  Any BS/BA Degree	<b>Desired Academic Credentials:</b>  Any BS/BA Degree
<b>OPM Qualifications</b>  > The duties of positions in this series requires moderate to arduous physical exertion involving walking and standing, use of firearms, and exposure to inclement weather.  > One full year of graduate level education or superior academic achievement OR one year of specialized experience equivalent to at least next lower grade level  > Applicant must also meet all medical requirements as outlined in OPM Guidelines related to hearing, vision, manual dexterity, and emotional and mental stability.	<b>OPM Qualifications</b>  > The duties of positions in this series requires moderate to arduous physical exertion involving walking and standing, use of firearms, and exposure to inclement weather.  > Masters or equivalent graduate degree or two full years of progressively higher-level graduate education leading to such a degree OR one year of specialized experience equivalent to at least next lower grade level  > Applicant must also meet all medical requirements as outlined in OPM Guidelines related to hearing, vision, manual dexterity, and emotional and mental stability.	<b>OPM Qualifications</b>  > The duties of positions in this series requires moderate to arduous physical exertion involving walking and standing, use of firearms, and exposure to inclement weather.  > One year of specialized experience equivalent to at least next lower grade level  > Applicant must also meet all medical requirements as outlined in OPM Guidelines related to hearing, vision, manual dexterity and emotional and mental stability.
<b>Experience</b>  0-2 years of experience is required	<b>Experience</b>  2-7 years of experience is required	<b>Experience</b>  7 years of experience required

## Behavioral Indicators (BIs)

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It is important to define how competencies are manifested at different skill levels. Behavioral Indicators are on-the-job examples of behaviors and activities that illustrate how a competency is demonstrated at varying skill levels and provide an objective description of the behavior that can be observed in an individual as evidence that they either have or do not have the skills at the required level needed for the competency. These are examples of what the competency could look like at varying skill levels and are not inclusive of all behaviors demonstrating the competency for each skill level. This information is provided as a tool to help guide evaluations of employee proficiency; however, it should not be used as a checklist for employees' behaviors.

## Certifications and Training

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Certifications are a practical option for formalizing a specific competency or skillset. The S&ES COI did not identify certifications applicable to the 1811-Criminal Investigation series defined by job role.

Tables 5 and 6 define the Core, Core Plus/Leadership training courses within the 1811-Criminal Investigation series. Training is aligned to job roles and grade levels. These courses are also aligned to competencies and are defined in Appendix A. Training titles and vendors are subject to change as the courses evolve. The Marine Corps Police Academy (MCPA) also puts on various courses and takes requests for Mobile Training Team (MTT) training. Additionally, there are several external resources (DoD, local, state, and commercial, etc.) that provide a variety of training opportunities available to all USMC civilian personnel for professional knowledge and skill development. Individuals are to work with their supervisor for approved training course available to them. These training lists are to be used as a guide for professional development purposes and are only provided as a recommendation and may not encompass all training available to the 1811-series. Individuals are to work with supervisors to determine the best training courses suited for each position. All Law Enforcement Manual (LEM) required training should be completed prior to requesting career enhancing training.

**Table 5. Core Training by Job Role**

<b>Core Training</b>	<b>Competency</b>	<b>Criminal Investigator (GS 9)</b>	<b>Criminal Investigator (GS 10/11)</b>	<b>Criminal Investigator (GS 12)</b>
Verbal Judo 102: Professional Communications Skills Instructor	1	•	•	•
Verbal Judo: Train-the-Trainer	1	•	•	•
Protective Service Operations in Service Training Program	2	•	•	•
Child Abuse Investigation	3	•	•	
Crime Scene Processing Workshop	3	•	•	
Crime Scene Technology 1	3	•	•	•
Crime Scene Technology 2 Crime Scene Practicum	3	•	•	•
Crime Scene Technology 3 Advanced Techniques Workshop	3	•	•	•
Death Investigation	3	•	•	
Financial Crime Investigation	3	•	•	
Interviewing and Interrogation	3	•	•	•
Introduction to Fraud Investigation Training Program	3	•	•	
Narcotic Identification and Investigation	3	•		
Scientific Content Analysis (Scan) Basic Course	3	•	•	•
Bloodstain Evidence Workshop 2	4	•	•	
Crime Scene Processing Workshop	4	•	•	
Crime Scene Technology 1	4	•	•	•
Crime Scene Technology 2 Crime Scene Practicum	4	•	•	•
Crime Scene Technology 3 Advanced Techniques Workshop	4	•	•	•

**Table 5. Core Training (Continued)**

<b>Core Training</b>	<b>Competency</b>	<b>Criminal Investigator (GS 9)</b>	<b>Criminal Investigator (GS 10/11)</b>	<b>Criminal Investigator (GS 12)</b>
Crime Analysis in the Information Age	5	•	•	•
Crisis Hostage Negotiations - Level I	5	•	•	•
Crisis Hostage Negotiations - Level III (Advanced)	5	•	•	•
Crisis Negotiation: Managing the Suicidal Crisis	5	•	•	•
Bloodstain Evidence Workshop 2	6	•	•	
Crime Analysis in the Information Age	6	•	•	•
Digital Evidence Acquisition Specialist Training Program	6	•	•	
Digital Photography for Law Enforcement	6	•	•	
Investigating by Computer	6	•	•	•
Light Energy Applications for Law Enforcement	6	•	•	•
Seized Computer Evidence Recovery Specialist	6	•	•	
Shooting Reconstruction and Officer Involved Shootings	6	•	•	•
Technology Application	6	•	•	
Basic Tactics Instructor Training Program	7	•		
Officer Safety and Survival Training Program	7	•	•	•



**Table 6. Core Plus/Leadership Training**

<b>Core Plus/ Leadership Training</b>	<b>Competency</b>	<b>Criminal Investigator (GS 9)</b>	<b>Criminal Investigator (GS 10/11)</b>	<b>Criminal Investigator (GS 12)</b>
Advanced Issues in Domestic Violence Investigations	3		•	•
Advanced Techniques in Shooting Reconstruction	3		•	•
Crime Scene Investigators Training Program	3	•		
Deviant Sexual Behavior and Related Criminal Activity	3		•	•
Financial Forensics Techniques Training Program	3		•	•
Law Enforcement Advance Interviewing Training Program	3		•	•
Wi-Fi Tools for Analysis and GEO-Locating	3		•	•
Advanced Techniques in Evidence and Property Management	4		•	•
Advanced Techniques in Shooting Reconstruction	4		•	•
Computer Network Investigations Training Program	6		•	•
Law Enforcement Control Tactics Instructor Training Program	7	•	•	•
Leadership Through Understanding Human Behavior	ALL		•	•

## Competency Model

COMPETENCY	DEFINITION		
1. Law Enforcement Training Services	Conducts training for other law enforcement officers who provide agency participants with specific investigative skills and techniques in a wide variety of topical areas (e.g., juveniles, evidence handling, crime scene preservation) to improve their law enforcement capabilities.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 9		Job Skill Level 2: Journeyman GS 10/11	Job Skill Level 3: Supervisor GS 12
2		3	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>Provides training in basic law enforcement fundamentals relevant to the mission of the organization (e.g., note taking, statement taking, rights advisement)</li><li>Observes and assists other criminal investigators in providing training in law enforcement topics (e.g., domestic violence, drug recognition, evidence handling) Ensures that all training is completed in accordance with current policies and directives</li></ul>		
Journeyman	<ul style="list-style-type: none"><li>Provides training in intermediate law enforcement topics relevant to the mission of the organization (e.g., domestic violence, drug recognition, evidence handling)</li><li>Coaches and mentors’ others in effective law enforcement training procedures</li><li>Identifies training resources</li><li>Designs training materials (e.g., presentations, guides) in alignment with performance and learning objectives</li><li>Uses innovative technologies to facilitate the development and delivery of training, education, and awareness programs</li></ul>		
Supervisor	<ul style="list-style-type: none"><li>Provides training in advanced law enforcement topics relevant to the mission of the organization (e.g., sexual assault, crime scene processing)</li><li>Provides and coordinates training for external groups and organizations (e.g., family advocacy advisors) and senior leadership</li><li>Evaluates training deficiencies and develops program/initiatives to address gaps</li><li>Educates leadership on the value added of training programs</li></ul>		

COMPETENCY	DEFINITION		
2. Protective Services	Protects and defends dignitaries and high-profile individuals against all threats; conducts planning, route reconnaissance, personnel and facility vulnerability assessments; coordinates K-9 support (e.g., bomb sweeping); liaises with other agencies (e.g., secret service, local police, etc.).		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 9		Job Skill Level 2: Journeyman GS 10/11	Job Skill Level 3: Supervisor GS 12
2		3	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>Knows and identifies equipment used in Protective Service Detail (PSD; e.g., hard vehicles, radios, lapel pins)</li><li>Participates in basic PSD missions (e.g., on-base dignitaries, standing post, perimeter surveillance) with supervision</li><li>Works with K-9 teams to sweep building and/or scenes to secure the area</li><li>Identifies potential routes</li></ul>		
Journeyman	<ul style="list-style-type: none"><li>Participates or lead in PSD missions</li><li>Identifies safe havens to use in hostile environments (e.g., churches, police stations)</li><li>Participates in route reconnaissance (e.g., identifies primary and secondary routes)</li><li>Coordinates K-9 support</li></ul>		
Supervisor	<ul style="list-style-type: none"><li>Provides training in advanced law enforcement topics relevant to the mission of the organization (e.g., sexual assault, crime scene processing)</li><li>Provides and coordinates training for external groups and organizations (e.g., family advocacy advisors) and senior leadership</li><li>Evaluates training deficiencies and develops program/initiatives to address gaps</li><li>Educates leadership on the value added of training programs</li></ul>		

COMPETENCY	DEFINITION		
3. Criminal Investigations	Conducts criminal investigations; applies investigative techniques and the rules of evidence, the laws of criminal procedure, trace evidence collection, jurisdictional boundaries, and court precedents concerning the admissibility of evidence, constitutional rights, search and seizure, and related issues. Is capable of discerning reasonable suspicion that a crime has occurred based upon evidence; determines probable cause through investigative techniques; conducts interviews and interrogations; develops contacts and informants; possesses knowledge of Federal, State, and local regulations and laws.		
	MINIMUM PROFICIENCY TARGET LEVELS		
	Job Skill Level 1: Entry GS 9	Job Skill Level 2: Journeyman GS 10/11	Job Skill Level 3: Supervisor GS 12
	2	3	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>• Performs basic criminal investigation activities (e.g., secures crime scenes) under minimal supervision/guidance</li><li>• Has a basic knowledge of installation regulations and federal, state, and local laws</li><li>• Observes interviews and interrogations conducted by more senior colleagues; learns effective investigative or data collection techniques</li><li>• Awareness of search and seizure laws and protocols</li><li>• Understands the difference between interviews and interrogations</li><li>• Writes thorough reports relating to criminal investigative activities under minimal supervision/guidance</li></ul>		
Journeyman	<ul style="list-style-type: none"><li>• Independently performs criminal investigation activities</li><li>• Applies knowledge of installation rules and regulations in relation to criminal investigative procedures (e.g., rules of evidence, chain of custody, search and seizure, rights of the accused)</li><li>• Demonstrates competency in all aspects of crime scene processing protocol (e.g., identify, photograph, catalog, collect, preserve, store)</li><li>• Conducts relevant data collection, searching, undercover operations and procedures</li><li>• Writes thorough reports relating to criminal investigative activities</li><li>• Participates in and conducts criminal investigative activities (e.g., arrest and search warrants); guides and assists junior colleagues in conducting criminal investigative activities</li><li>• Collaborates with other law enforcement agencies on criminal investigative activities</li><li>• Uses investigative tools and techniques (e.g., interviews, photography, video, print collection, biological sample collection)</li></ul>		
Supervisor	<ul style="list-style-type: none"><li>• Directs criminal investigation activities; evaluates recommendations for implementation</li><li>• Oversees the full procedure for conducting a search warrant utilizing extensive knowledge of relevant protocols</li><li>• Oversees relevant data collection, searching, and undercover operations and procedures</li><li>• Leads investigative, surveillance, arrest, and other similar efforts in a multitude of scenarios</li><li>• Evaluates information to determine the merits of investigative actions; monitors the investigation and after-action activities</li><li>• Initiates and maintains control over undercover law enforcement operations</li><li>• Serves as the primary liaison to other law enforcement agencies in coordinated criminal investigative activities</li><li>• Assesses and evaluates compliance with search and seizure laws on an individual case basis</li></ul>		

COMPETENCY	DEFINITION		
4. Crime Scene Preservation and Evidence Collection	Obtains testimonial evidence through interview, interrogation, and elicitation methodologies; determines the veracity and credibility of testimonial evidence; determines the credibility of physical evidence utilizing scientifically validated techniques and instrumentation; determines the types (testimonial and physical) of evidence necessary to establish the elements of proof; applies approved evidence collection methodologies; secures the crime scene, maintains perimeter security and integrity of the crime scene; ensures transportation of evidence to laboratories (e.g., USACIL).		
	MINIMUM PROFICIENCY TARGET LEVELS		
	Job Skill Level 1: Entry GS 9	Job Skill Level 2: Journeyman GS 10/11	Job Skill Level 3: Supervisor GS 12
	2	3	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>• Knowledge of the methods for obtaining testimonial and physical evidence</li><li>• Conducts interviews and interrogations with supervision and guidance</li><li>• Assists lead investigators in evidence gathering activities (e.g., takes notes, makes copies, document retrieval)</li><li>• Observes and assists more senior investigators in evidence gathering activities</li><li>• Identifies the types and sources of evidence that may be relevant to the investigation with supervision and guidance</li><li>• Understands the fundamentals of criminal investigative procedures (e.g., basic crime scene investigation and protection)</li></ul>		
Journeyman	<ul style="list-style-type: none"><li>• Conducts/leads interviews and interrogations</li><li>• Knows the questions to ask and how to organize them to maximize the success of interviews and interrogations</li><li>• Develops the interview and interrogation sequence to maximize the efficiency and effectiveness of the investigation</li><li>• Coaches and mentors’ others in effective interviewing, interrogation, and evidence gathering techniques</li><li>• Understands the difference between circumstantial and direct evidence and how it applies to and impacts the investigation</li><li>• Evaluates the credibility of testimonial evidence to determine the relative value of the information</li><li>• Independently identifies and collects evidence relevant to the investigation</li></ul>		
Supervisor	<ul style="list-style-type: none"><li>• Develops interview and interrogation plans involving multiple crimes, victims, and/or subjects; directs others on the interview/interrogation plan implementation</li><li>• Reviews results of interview and interrogations to ensure completeness and that all requirements have been met</li><li>• Evaluates evidence gathering techniques to ensure that appropriate and legal methods were employed</li><li>• Reviews criminal scientific reports (e.g., fingerprint, ballistics, DNA) to determine impact on the investigation plan</li></ul>		

COMPETENCY	DEFINITION		
5. Crisis Hostage Negotiations	Manages negotiations with non-violent means and mitigates a threat involving the taking of hostages, a barricaded subject, or a potential suicide victim.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 9		Job Skill Level 2: Journeyman GS 10/11	Job Skill Level 3: Supervisor GS 12
2		3	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>Manages intelligence, information and critical aspects of law enforcement threats that will use specific techniques for managing the flow of information during crisis</li><li>Identify crisis and recognize signs that may indicate the immediacy of suicidal intent and use information to secure scene and place other rescue personnel in position</li></ul>		
Journeyman	<ul style="list-style-type: none"><li>Manages intelligence and information and critical aspects of law enforcement threats that will use specific techniques for managing the flow of information during a crisis</li><li>Identify crisis and recognize signs that may indicated the immediacy of suicidal intent and use information to secure scene and place other rescue personnel in position</li></ul>		
Supervisor	<ul style="list-style-type: none"><li>Manages intelligence and information and critical aspects of law enforcement threats that will use specific techniques for managing the flow of information during a crisis</li><li>Identify crisis and recognize signs that may indicated the immediacy of suicidal intent and use information to secure scene and place other rescue personnel in position</li><li>Oversees, develops and manages all crisis negotiation teams to manage the media, legal risks and negotiator stress</li></ul>		

COMPETENCY	DEFINITION		
6. Technology Application	Uses tools, instruments and equipment effectively. Uses computers and computer applications (e.g., word processing programs, database programs, video recording systems, digital cameras, voice recorders, etc.) to analyze and communicate information. Use of equipment as needed (e.g., fingerprint equipment, trace evidence detection equipment, electronic surveillance equipment, etc.).		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 9		Job Skill Level 2: Journeyman GS 10/11	Job Skill Level 3: Supervisor GS 12
2		3	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>• Communicates via email</li><li>• Researches information on the internet</li><li>• Uses specified technology to perform routine tasks with the direction of supervisors</li></ul>		
Journeyman	<ul style="list-style-type: none"><li>• Identifies, selects, and applies appropriate technology to perform moderately complex investigations</li><li>• Identifies equipment/application requirements to support the department</li><li>• Identifies malfunctions of equipment and requests for appropriate maintenance</li><li>• Stays current and informed about changes in technology</li></ul>		
Supervisor	<ul style="list-style-type: none"><li>• Identifies, selects, and applies current technology trends to perform complex investigations</li><li>• Instructs other in the use of technologies (e.g., fingerprint machines, cameras, surveillance equipment's)</li></ul>		

COMPETENCY	DEFINITION		
7. Control Tactics (Self Defense)	Control compliant and non-compliant individuals according to policies and guidelines on appropriate level and use of force for defending self and others.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 9		Job Skill Level 2: Journeyman GS 10/11	Job Skill Level 3: Supervisor GS 12
2		3	4
BEHAVIORAL INDICATORS			
Entry	• Knowledge of techniques and methods used to restrain hostile individuals, including the policies and guidelines on appropriate level and use of force for defending self and others		
Journeyman	• Applies knowledge of techniques and methods used to restrain hostile individuals, including the policies and guidelines on appropriate level and use of force for defending self and others		
Supervisor	• Ensures techniques and methods used to restrain hostile individuals is followed • Oversees the policies and guidelines on appropriate level and use of force for defending self and others		

COMPETENCY	DEFINITION		
8. Use of Force	Understands and applies conditions under which various tools and techniques in the use of force should be presented and/or used per established guidelines. Completes appropriate documents to report force used to control various situations.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 9		Job Skill Level 2: Journeyman GS 10/11	Job Skill Level 3: Supervisor GS 12
2		3	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>• Employs lethal and less-lethal use of force effectively and appropriately given the situation</li><li>• Is familiar with the use of force policy and can document if needed</li><li>• Identifies legal standards for the use of force</li><li>• Understands the factors affecting the use of force response (e.g., fear, anger, indecision, hesitation)</li><li>• Explains the justification for the use of force and relevant factors and details</li><li>• Maintains annual use of force training</li><li>• Understands the liability regarding inappropriate use of force</li></ul>		
Journeyman	<ul style="list-style-type: none"><li>• Advises and instructs others on the effective and appropriate use of force</li><li>• Ensures adherence to the standards of the use of force</li></ul>		
Supervisor	<ul style="list-style-type: none"><li>• Ensures that use of force training is documented throughout the organization in official training records</li><li>• Ensures that legal updates are disseminated to all officers</li><li>• Ensures the liability regarding inappropriate use of force</li><li>• Assists with development and reviews of use of force policies and protocols</li><li>• Educates others of the use of force standards throughout the organization by information sharing, training, and education</li></ul>		



## Appendix A. Acronyms Defined

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Acronym	Definition
COI	Community of Interest
DoD	Department of Defense
GS	General Schedule
PSD	Protection Service Detail
SES	Security and Emergency Services
USMC	United States Marine Corps