Supplemental Questionnaire



City of Sierra Madre
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This supplemental questionnaire regarding your ability, experience and training relative to the Police Captain position will help determine whether you are given further consideration in the selection process. Please confine all your responses to no more than two pages total.

Both content and presentation will be evaluated. Provide as much detail as you believe will describe your experience and/or training. Completed responses to the questions should be uploaded to your application online at www.cityofsierramadre.com/job-openings and should be no more than two pages combined. Please include your name on each page. Please type responses to the following questions:

- 1. A successful executive practices clear communication of information, expectations, intent and consequences as well as demonstrates the appropriate level of information sharing with consideration to the internal and external stakeholders. As an executive member of staff, executive comprehension and information sharing is indispensable. Please answer the following questions from the perspective of an executive staff member and provide examples of your past experiences.
 - You will provide high-level leadership, motivation and direction to your employees to create momentum toward organizational objectives. What is meant by clear communication of information, expectations, intent and consequences?
 - Executive comprehension is essential to be able to discuss "how" and "why" behind agency guidelines, directives and initiatives. Define appropriate level of information sharing with consideration to internal and external stakeholders?
 - As an executive, you are tasked with recognizing information content precisely centered on the need of organizational leaders. Why is this important? How will you ensure timely information sharing?
- 2. Interactive supervisory practices provide opportunities to evaluate organizational behavior, service delivery and personnel development. As a Captain, you have been tasked with developing a strategy to strengthen core competencies, leadership skills and cognitive abilities of line supervisors (sergeants).
 - How will you foster a learning environment for professional growth?
 - Identify three areas of training (exclude POST Mandated supervisory training) you would require for each supervisor. Provide justifications and explain how the training will strengthen core competencies, leadership skills and cognitive abilities.
 - Write brief performance expectations for the sergeant rank.

The supplemental questionnaire must be uploaded with a current resume and cover letter at www.cityofsierramadre.com/job-openings no later than Friday May 31, 2013 at 4:00 pm. Questions should be addressed to Dorothy Costello, Human Resources Technician, at 626.355.7135 or dcostello@cityofsierramadre.com.