



Public Safety

Faculty Minimum & Preferred Hiring Guidelines

NWTC is looking for people

- ... who are passionate about the work they do and have the desire to inspire students and transform lives.
- ... who embrace the NWTC Values: Customer Focus, Everyone Has Worth, Passion and Inspiration, Creativity and Innovation, Collaboration, Emotional Intelligence, Results and Accountability, Valuing Talent and Well Being, and Ethics.
- ... who are INDUSTRY/OCCUPATIONAL experts.

Program (Subject Area)	Minimum Educational Requirement	Minimum # of Full-Time Years of Occupational Experience	Preferred Educational Requirement <i>(Benefit Eligible Faculty are expected to have or obtain preferred degree)</i>	Preferred # of Full-Time Years of Occupational Experience	Additional <u>Required</u> Certifications
AODA	Associate Degree	4	Bachelor's Degree	2	<ul style="list-style-type: none"> • Licensed Clinical Substance Abuse Counselor in the state of Wisconsin. • Certified by WI Department of Transportation for Traffic Safety Point Reduction, Group Dynamics and Multiple Offender Program
CPR Coordinator	Associate Degree	4	Bachelor's Degree	2	<ul style="list-style-type: none"> • AHA Instructor (any discipline acceptable) • LESB registered instructor
Criminal Justice	Associate Degree	5	Bachelor's Degree	3	<ul style="list-style-type: none"> • DOJ Training & Standards Certifications

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Criminal Justice Academy Instructor	Associate Degree	5	Bachelor's Degree	3	<ul style="list-style-type: none"> • Documented unified tactical instructor certification with the Wisconsin Department of Justice. • Ability to obtain WI DOJ Master Instructor Trainer in multiple subjects and ability to obtain Fitness Assessor certification. • Hold Department of Justice Law Enforcement Instructor Certification to instruct primarily in the Department of Justice 720 Law Enforcement curriculum. • Possess Scenario Master Instructor Trainer (SMIT) Certification • Eligible to teach instructor-level courses.
Criminal Justice Tactical	Associate Degree	5	Bachelor's Degree	3	<ul style="list-style-type: none"> • • WI Teacher Certification in on-line learning, WI DOJ Master Instructor ratings in Firearms, Defensive and Arrest Tactics, Emergency Vehicle Operation and Control, Vehicle Contacts, Professional Communication Skills and Criminal Justice Instructor Development, or ability to obtain these certifications. • Per [WI State Statute 118.19(13)] must have experience as an online teacher and the skills necessary to meet the NACOL National Standards for Quality Online Teaching. • Certifications such as Senior Master Taser Instructor, WI Department of Safety and Professional Standards Firearms Proficiency Certifier, etc. or ability to obtain these certifications. • Court certified on a National level as a "subject matter expert" in the field of Law Enforcement.

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Emergency Medical Technician	Technical Diploma	5	Associate Degree	2	<ul style="list-style-type: none"> Nationally Registered AEMT or Paramedic AHA BLS/ CPR Instructor WI Instructor I or II certification
Fire Science	Technical Diploma	5	Associate Degree	3	<ul style="list-style-type: none"> Certification in Firefighter Instructor II is preferred. Licensure as a Wisconsin EMT is preferred for the purpose of WI EMS Instructor I licensure. Hold a CDL or ability to obtain a CDL.
Paramedic	Technical Diploma	5	Bachelor's Degree	2	<ul style="list-style-type: none"> Current Certification by the National Registry of EMT's as a paramedic. Wisconsin Paramedic License. Eligible for Wisconsin EMS Instructor II certification. Certified AHA, BLS and ACLS Instructor.

- Educational and Occupational requirements MUST be directly related to subject/program area
- Degree obtainment MUST be from an accredited institution
- At a minimum, occupational experience has to have occurred at least 1 year within the last 5 years
- The aforementioned may be waived if the candidate has two years post- secondary teaching experience in the appropriate occupational field within the last 5 years

*Please refer to specific online postings for possible additional requirements.
Requirements may be subject to change.*

**People.
Passion.
Purpose.**

NWTC will fully support your transition from an industry expert to an instructor. Prior teaching experience is NOT required!