



## **DoD SkillBridge Program**

The Phoenix Police Department is a registered participant with the DoD, and proudly welcomes service members from all branches. We are actively recruiting for the positions of Police Recruit as well as Communications Operator and welcome you along with your significant other. Not only do we welcome SkillBridge candidates into our hiring process, we also welcome their partners and spouses who are also pursuing a career in law enforcement or other city employment.

### **How does SkillBridge work?**

There are two components one must complete successfully in order to participate in the SkillBridge program; 1. approval for the program by your chain of command. 2. The successful completion of a background investigation. These processes run simultaneously.

The Phoenix Police Department has a strong partnership with the Arizona Coalition for Military Families (ACFMF). This organization will assist you with the completion of your SkillBridge application, as well as submitting it through your chain of command. It is not a requirement that you be from Arizona for them to assist, you simply must plan on completing SkillBridge in Arizona. ACFMF asks that you register for their services using this link [Career Navigation Inquiry \(zohopublic.com\)](#), and that you register for a 30 minute online/virtual orientation using the following link [Select a Date & Time - Calendly](#). This agency is dedicated to your success.

To initiate the background process, apply for the position at [Police PHXPD Officer Recruitment Home \(phoenix.gov\)](#)

### **How long does it take?**

The average timeline for our hiring process is 30 to 60 days. We understand that service members are subject to deployments, training exercise, qualifications, etc., that may render them unavailable for periods of time. To ensure adequate time is available for the background investigation, we ask that the SkillBridge candidate apply for a position with the Phoenix Police Department within 6 months of their SkillBridge window opening.

### **Will I need to travel to Arizona?**

In short, yes you will. However, the Phoenix Police Department has the ability to limit travel by their applicants. There are aspects of the hiring process which require the applicant's presence; polygraph, medical assessment, and potentially the psychological evaluation. The Phoenix Police Department has the ability to schedule the in-state appointments within close proximity of each other to minimize the time in the valley. Other aspects can be done virtually.

## **Does the Phoenix Police Department offer a streamlined background process for service members?**

Yes, we do. The Phoenix Police Department is motivated to help streamline your process. The following is how we do this:

1. If you have passed a physical fitness test within the previous 90 days of application, you will not need to participate in our POPAT. We will require documentation of this.
2. The Phoenix Police Department utilizes an electronic platform, eSOPH, which can be accessed from virtually anywhere. This platform increases efficiency for both the applicant and background investigator regarding the input and sharing of background information.
3. The Phoenix Police Department has the ability to conduct a virtual background interview via Microsoft Teams.
4. The Phoenix Police Department has the ability to schedule after hour and weekend polygraph examinations.
5. The Phoenix Police Department contracts with a psychologist who is licensed to practice in numerous states.
6. The Phoenix Police Department has background investigators who are dedicated to SkillBridge applicants.

## **What are the steps in the hiring process?**

Please view the link to see the steps in our hiring process: [Police PHX Officer Recruitment: Apply Now \(phoenix.gov\)](#)

Review a list of the requirements: [Police PHX Officer Recruitment: Minimum Requirements \(phoenix.gov\)](#)

## **What if Skillbridge is not for me?**

We want you to come and work for our agency. If SkillBridge is not in site for you, we ask that you apply with us within 6 months of your separation date. We will pursue the same expedited process for you.

For additional questions, please contact us through the following channels:

Phoenix Police Recruiting: 602-534-2677 [JoinPHXPD@phoenix.gov](mailto:JoinPHXPD@phoenix.gov)

Phoenix Police Employment Services Bureau: 602-262-6925  
[PPD.esbadminprocessing@phoenix.gov](mailto:PPD.esbadminprocessing@phoenix.gov)