

Ohio Association of Chiefs of Police
Advisory Services

Other Recruitment And Selection Services

In addition to both Written Promotional Examinations and Assessment Centers, OACP Advisory Services provides other important recruitment and selection services for promotional positions. Below is a list of those services. For more information about these services and prices, please contact Craig King, Advisory Services Program Director, at 6277 Riverside Drive, Suite 2N, Dublin, Ohio 43017, at 614-761-0330 or at craig.king@oacp.org.

1. **Position Announcements** to be used in attracting qualified candidates to your agency can be created or reviewed.
2. The **Advertisement of Positions** can be effectively accomplished by Advisory Services. The Position Announcement can be:
 - Sent by first class **US Mail** to over 800 Chiefs of Police and Law enforcement agencies in Ohio
 - Sent by **email** to over 600 OACP members
 - Posted on the **OACP Website**
3. **Routine Correspondence with Applicants** can be handled by Advisory Services. This includes:
 - **Receiving applications**
 - **Informing Applicants** about the selection process and whether or not their candidacy is advancing
4. **The Evaluation and Ranking of Applications** based upon criteria included in the Position Announcement can be accomplished by experienced Advisory Services Consultants.
5. **Community Interview Panels** can be conducted by Advisory Services Consultants to help screen candidates before Assessment Centers or to provide additional information about the top finalists after Assessment Centers. The Community Interview Panels can consist of governmental officials, community members, individuals with law enforcement experience within or outside of the community or any combination of the aforementioned groups.
6. **Other Consulting Services** can be provided by OACP Advisory Services to meet the needs of the client. Sometimes appointing authorities need general consulting services to advise them about recruitment and selection or more focused help, such as an experienced law enforcement executive to sit in on actual interviews.
7. **Entry Level Written Examinations** are also available. OACP worked closely with I/O Solutions, Inc. to develop an entry level selection instrument. For information about this entry level written examination, call I/O Solutions at 888-784-1290.

All of the above services are provided with total confidentiality throughout the process and with continuous communication with the client.