

Background Investigations- Webinar

Instructors: Tim Randall

Tim Randall served with the Nampa Idaho Police Department for 31 years. He was assigned as a criminal investigator for 21 of those 31 years. As a lead investigator and supervisor, he conducted and assisted in hundreds of investigations. These include homicides, suicides, child abuse, rape, robbery and internal investigations. Tim has served in many positions to include, patrol, patrol supervisor, criminal investigations, CID supervisor, SWAT, school resource officer, internal affairs and polygraph examiner. Tim has served as the supervisor of the Operations of Professional Standard Division and was responsible for recruitment, hiring, and background investigations. Tim currently works for the Twin Falls, Idaho Police Department responsible for hiring and background investigations. Tim also works as an independent contractor conducting background and internal investigations for many agencies. Tim has been an Idaho POST certified instructor for over 25 years in interview & interrogation, SWAT, chemical munitions, child abuse, elder abuse and juvenile procedures.

Course Objectives:

Given the current environment of the policing profession, recruiting the next generation of police officers is more difficult than ever. This 3-part webinar explores aspects of personnel management: finding and recruiting the best talent, performing effective testing, interviewing, and hiring, and conducting thorough background investigations.

One part of the selection process that should neither be rushed nor short changed is the background investigation. Background investigations play a critical role in ensuring the integrity of the process. To make a valid evaluation of the individual, it is crucial that as much information as possible be known and that the investigation be of high quality. Many agencies say they cannot afford to do a comprehensive background investigation when the reality is, you cannot afford not to do a background investigation. This webinar will take you step by step through a background investigation to help you find candidates who have the education, skills and personality necessary to fill the position. We will also talk about how to find out any issues of reputation, integrity or trustworthiness that could potentially put the agency at risk of liability.