



MINIMUM QUALIFICATIONS TO BECOME A NEW JERSEY STATE TROOPER

✓ EDUCATION

A candidate must have: (1) a bachelor's degree; OR (2) possess a minimum of 90 college credits and will complete their degree by a specified date prior to the written examination. The deadline for completing a bachelor's degree under option 2 and remaining eligible will be announced at the time of initial application. (3) OR a candidate must have an associate's degree or 60 college credits, PLUS at least 24 months of satisfactory employment or military experience; OR (4) 30 college credits, PLUS at least 24 months of active duty military service with an honorable discharge. All college degrees/credits must be from an accredited college or university.

✓ AGE

All applicants must turn 21 years old prior to the start of Academy training and must not reach their 35th birthday prior to the graduation date of their State Police class.

✓ CITIZENSHIP

Only citizens of the United States are eligible for appointment to the New Jersey State Police Academy.

✓ DRIVER'S LICENSE

Applicants must have obtained a valid automobile driver's license at the time that background investigations begin..

✓ BACKGROUND

Applicants must have a good reputation and be of sound moral character.

AUTOMATIC DISQUALIFICATION INFORMATION

- If you were ever convicted of an indictable offense or are presently under an indictment.
- If you were convicted of any offense involving domestic violence.
- If you have been convicted of two or more offenses of driving while intoxicated as defined under N.J.S.A. 39:4-50 or have been convicted of driving while intoxicated as defined under N.J.S.A. 39:4-50 within the last five years.
- If you are currently on probation or have ever been on probation at any time within the last 12 months.
- If you pled guilty or have been found guilty of any motor vehicle moving violation five or more times within the past two years.
- If you were dishonorably discharged from any branch of military service or law enforcement agency.
- If you were adjudicated by a court or found by an employer to have violated any person's civil rights.
- If you were convicted of an offense involving or touching on previous public office, position or employment. See N.J.S.A. 2C:51-2(d)
- If you have ever renounced your United States citizenship.
- If you are subject to a restraining order for harassing, stalking, or threatening.
- If you have sold, manufactured or distributed any illegal controlled substance in your life.
- If you engaged in the unauthorized usage of any illegal drug while employed in a position of public trust.

Applicants failing to successfully complete the Applicant Selection Process are encouraged to reapply for future New Jersey State Police recruit classes.



More information is available by contacting the Recruiting Unit toll free at

1-877-NJSP-8777

or visiting the New Jersey State Police website at

www.njsp.org

-OR-

www.njtrooper.com

For questions or specific information concerning the re-application process, please contact the

Selection Process Unit

609-882-2000

extensions 2825 or 2816.

APPLICANT SELECTION PROCESS



New Jersey State Police

*Make Protecting New Jersey
YOUR Career...*

THE APPLICANT SELECTION PROCESS

1. INITIAL APPLICATION SCREENING

When initial applications are available, interested parties will apply by visiting www.njsp.org and submitting an electronic application. The application will elicit biographical, educational, and employment information from the applicant. The applicant will also describe minimum qualifications and automatic disqualifiers that would preclude a potential applicant from continuing in the selection process, as well as a detailed description of all phases of the selection process. Applicants are reminded to adhere to the application filing deadline in order to be eligible.

All selected applicants will be screened to determine minimum qualifications, automatic disqualifiers, and completeness. Candidates will be advised of the status of their application. Successful applicants will be invited to the Physical Qualification Test (PQT).

2. PRE -EMPLOYMENT PREPARATION PROGRAM (PEPP)

The Division will conduct a voluntary Pre-Employment Preparation Program (PEPP). PEPP is designed to familiarize applicants with the required Physical Qualification Test (PQT) exercises and scoring format and will provide assistance with physical training. Former recruits have indicated that their participation in PEPP helped prepare them for the PQT. PEPP is conducted at the State Police Training Academy in Sea Girt. Participation in PEPP has no bearing on final applicant selection. Participation in PEPP is voluntary but recommended.

3. PHYSICAL QUALIFICATION TEST (PQT)

The Physical Qualification Test (PQT) Battery will consist of the following timed tests: 75 Yard Pursuit Run, Push Ups, Sit Ups, and 1.5 Mile Run. Please visit the PQT link on the New Jersey State Police web site www.njsp.org for a detailed description of each test. Applicants unable to pass the PQT will be disqualified from the current selection process.

4. WRITTEN EXAMINATION

A Written Examination Informational Guide will be provided to applicants advancing to the written examination phase. The examination will consist of one full day of testing.

5. QUALIFICATIONS SCREENING

Upon successful completion of the Application Screening, Physical Qualification Test, and Written Examination phases, applicants will be asked to provide a resume, letter of reference and a release for review of their driving record and criminal history. Applicants advancing to the background investigation phase will be advised.

6. BACKGROUND INVESTIGATION

Employment as a New Jersey State Trooper is unique in that it involves the exercise of police powers and the public trust.

Therefore, a comprehensive background investigation is conducted to ensure applicants possess:

- Integrity
- Reliability
- Sound moral character
- Dependability
- Responsibility
- Ethical judgment

Prior to completing the application, ask yourself if your personal experience demonstrates these fundamental characteristics. If you cannot confidently answer yes, please consider not continuing further.

Besides verifying your responses to the automatic disqualifying questions found in the application, the background investigation will include, but is not limited to, a comprehensive evaluation of the following areas:

- review of personal data and citizenship information, including your birth certificate, voter registration, citizenship or naturalization papers, and whether you have any tattoos or other body art;
- interviews of your spouse, partner, dependents, relatives, associates and friends;
- review of your current and past residences, temporary or permanent, and interviews with landlords, roommates, and neighbors;
- review of your high school and college grades, achievements, extracurricular activities and programs, history of absenteeism and/or tardiness, and disciplinary history;

- review of your military service, if any, including branch of service, service records, and discharge;
- review of your employment/work history, including interviews of your current and former employers, discipline, and unemployment records;
- review of your financial status, including assets, debts, reported income, liens, civil judgment and liabilities;
- review of your fraternal, societal and workplace affiliations like clubs you belong to, social networking sites, fraternities, and any organizations that you belong to like charitable organizations or places you volunteer;
- review of your criminal history including arrests, convictions, or pretrial intervention for state, county, or local crimes or other offenses; and
- review of your motor vehicle history, including accidents, driving records, summonses, surcharges, license revocations, failures to appear in court, warrants, vehicle ownership information, and insurance information.

Applicants who demonstrate derogatory conduct that conflicts with the expectations of the state trooper position will be disqualified

You are expected to provide complete and truthful answers to the questions on the application and other documents throughout the selection process. All responses and documents submitted will be subject to verification. An applicant who intentionally provides false information, and/or practices, or attempts to practice, any deception or fraud in this application, or in any examination, interview, application, or any other part of the selection process for appointment with the New Jersey State Police will be disqualified from the selection process at any time. Applicants disqualified from the background investigation phase of the selection process are restricted from reapplying to the New Jersey State Police for one year.

7. CANDIDATE REVIEW BOARD (CRB)

After completion of the Background Investigation, all candidates will appear before the CRB for an interview. The CRB is a forum for the division to review concerns or issues identified in the applicant's background investigation. Only the applicant is permitted to appear before the board.

8. MEDICAL/PSYCHOLOGICAL EXAMINATION

If an offer of appointment as a recruit to the NJSP Academy is tendered to an applicant, it will be conditional upon successful completion of a medical examination and a psychological evaluation. A medical examination will be given during which the ability to perform the essential functions of the position will be evaluated by the Division Physician. Visual acuity must be correctable to 20/30 in both eyes, preferably with soft contact lenses. Each potential employee will be required to authorize access to all health records. The potential employee will also be required to provide urine samples for drug testing analysis. If the Division Physician should determine that an applicant is unable to perform the essential functions of the position, the conditional offer of appointment will be withdrawn. A psychological evaluation is also conducted to determine the applicant's suitability for a career in law enforcement.

9. PRE-EMPLOYMENT PREPARATION PROGRAM (PEPP II)

PEPP II is a structured program conducted at the NJSP Academy offered to those applicants who have received a Conditional Offer of Employment and are in the final stages of the Applicant Selection Process. Each PEPP II session will feature physical training sessions that will demonstrate how to increase cardiovascular endurance and upper body strength. Basic military movements and commands will also be demonstrated to assist with proper military bearing. Participation is voluntary but recommended.

10. ACADEMY AWARENESS PROGRAM

The two-day (consecutive/overnight) instructional weekend program is mandatory to maintain eligibility in the selection process. The Academy Awareness Program consists of classroom, physical fitness, and Academy protocol instruction. Applicants are exposed to a highly regimented experience that provides unprecedented exposure to the NJSP Academy.

11. ACADEMY

Appointment to the rigorous 24 week residential Academy located in Sea Girt, New Jersey is contingent upon a number of factors, including the availability of funded positions and approval by the Superintendent of State Police. Prior to graduating from the Academy, everyone, without exception, must be a resident of New Jersey.