

Ohio Department of Natural Resources
Division of Wildlife
Law Enforcement Section

WILDLIFE OFFICER CAREER OPPORTUNITIES

Information, Qualifications, Hiring and Training Process



Ohio Wildlife Officers – Law Enforcement, Conservation, Service
Since 1886

**This document is a guide for informational use only. It may not have the most current details or requirements. Contact the Division of Wildlife Law Enforcement Section for specific questions. Not all qualified applicants will be selected as a wildlife officer cadet.*

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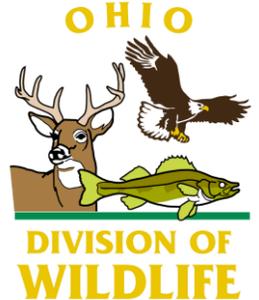
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Division of Wildlife Mission

“To conserve and improve fish and wildlife resources and their habitats for sustainable use and appreciation by all.”

About the Division of Wildlife

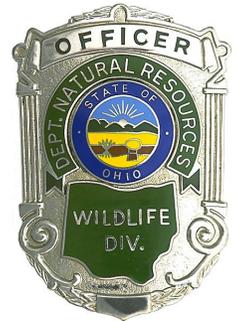
The Division of Wildlife is responsible for the management of fish and wildlife under Ohio law such as Ohio Revised Code Sections 1531 and 1533, and the Ohio Administrative Code. The Division of Wildlife holds ownership to all wild animals in trust for the benefit of Ohio’s citizens. The Chief of the Division of Wildlife has the authority, with approval of the Wildlife Council, to adopt rules and regulations for lands and waters that will ensure sound management of fish and wildlife, to conduct management activities and acquire property to develop and conserve the wildlife resources, and to promote programs to educate Ohio citizens about conservation, fishing, hunting, and trapping.



The Division of Wildlife is funded primarily from revenue collected from the sale of licenses and permits that is deposited into the Wildlife Fund to be used solely for future fish and wildlife management activities.

Wildlife Law Enforcement

Wildlife and natural resources management requires effective enforcement of laws and regulations. This enforcement responsibility is assigned to Ohio’s wildlife officers whose duties are to protect the wildlife resource, ensure fair and equitable use, protect state property, and enforce other statutes such as litter, pollution, and firearms regulations. **Wildlife law enforcement is a unique area of law enforcement that blends criminal justice and law enforcement duties with wildlife conservation, education, and public service.**



Wildlife Officers



A state wildlife officer is assigned to each of Ohio’s 88 counties and is required to live in their area of assignment. A wildlife officer supervisor oversees the routine activities of several officers in a unit. Wildlife investigators are assigned to each district and handle criminal investigations and other law enforcement duties. Law enforcement supervisors oversee all law enforcement operations on a district level, including the Lake Erie Enforcement Unit. Wildlife Headquarters in Columbus administers the law enforcement program including policy, procedures, regulation development, special operations, permitting, advanced training, recruiting, the Wildlife Officer Training Academy, and professional standards.

The job of a wildlife officer requires a variety of skills and knowledge. The wildlife officer is quite often the only contact the public has with the Division of Wildlife and the acceptance of conservation programs and regulations can often be enhanced by the actions of the wildlife officer. Therefore, it is imperative that individuals with a high work ethic, outstanding knowledge and of unquestionable character be selected for these positions.



Annually, wildlife officers contact thousands of sportsmen and women in the field; patrol over 190,000 acres of wildlife lands, Lake Erie, and thousands of miles of inland streams and lakes. They issue and inspect wildlife related permits, conduct criminal investigations, handle numerous violation reports, and make thousands of arrests. As state law enforcement officers they contribute to public safety in their local areas and in Ohio's great outdoors. They also speak to hundreds of clubs and groups about conservation and wildlife programs, perform fish and wildlife surveys, and provide technical advice and instruction about wildlife management issues, hunting, fishing and trapping.



A college education is necessary for the wildlife officer position in most cases. There are particular major fields of study that are acceptable such as wildlife and environmental conservation or criminal justice and law enforcement. Other knowledge and experience that may benefit the applicant include public speaking, technical writing, computer use, and agricultural experience. Knowledge of the life histories, habitat, and conservation practices for fish and wildlife species common to Ohio is highly desirable. It is also helpful to have a thorough understanding of the methods used in hunting, fishing, and trapping and the tools employed.

The ability to develop and maintain working relationships with local law enforcement agencies and to work with conservation groups is essential. An applicant must be able to write and prepare records and reports clearly and work independently with limited supervision. Experience using firearms, boats, four-wheel drive trucks and ATV's is helpful.



Individuals hired as wildlife officers will enter service as a wildlife officer cadet. Cadets will complete approximately 16 weeks of peace officer training for state law enforcement certification then complete approximately eight weeks of advanced training in wildlife officer specific instruction

where they learn duties, skills, and situations common to the job. During this entire training period, cadets reside at the academy and receive the base salary. All training, lodging, meals, and uniforms are provided to the cadet. Upon graduation, cadets are promoted to wildlife officers and may be assigned anywhere in the state. They will complete a 6-month field training and evaluation program working with experienced officers while they continue to learn their area of assignment.



There are excellent promotional and advancement opportunities to the supervisor, investigator, and administrative ranks as well as opportunities to be a part of special groups or teams of officers such as the honor guard, officer support group, and as a training instructor or field training officer.



Applications for the wildlife officer cadet position are accepted only when it has been offered through a public posting. Applicants must meet the minimum qualifications to take the proficiency test. Information can be found at www.wildohio.gov, <http://wildlife.ohiodnr.gov/wildohiocareers>, or by calling the law enforcement section at 1-800-WILDLIFE (1-800-945-3543). **For specific questions and to be added to a recruiting list, contact Law Enforcement Program Administrator Jim Quinlivan at jim.quinlivan@dnr.state.oh.us or (614) 265-6314.**

Wildlife Officer Career Opportunity



If you are interested in a career in law enforcement, wildlife conservation, and public service, consider becoming a **State Wildlife Officer with the Ohio Department of Natural Resources, Division of Wildlife**. The Division of Wildlife is the oldest state agency with law enforcement officers and the position is one of the most demanding in the wildlife and law enforcement field. Opportunities are limited and competition is intense for this challenging job but it may be the right choice for you if you have what it takes.

Duties of Ohio Wildlife Officers

- **Law Enforcement:** Wildlife officers are commissioned state law enforcement officers who enforce the Ohio Revised Code and Administrative Code relative to wildlife resources, property owned or administered by the Division of Wildlife and Ohio Department of Natural Resources, stream pollution and littering, firearms regulations, and all other areas of responsibility of the Division of Wildlife. Officers are empowered to investigate violations, make arrests, and testify in court on behalf of the Division of Wildlife. They also serve a very important role as a point of contact with law enforcement and other agencies on topics of mutual interest and provide assistance and expertise when called upon due to their skills, training, specialized equipment and knowledge of the areas in which they work.
- **Wildlife Conservation:** Wildlife officers have a working knowledge of current fish and wildlife management projects and provide technical expertise for a range of situations. They often work directly with fish and wildlife biologists on a variety of projects and collect information by surveys and specimens.
- **Education and Public Service:** Wildlife officers are frequently asked to speak at public functions and keep people informed of current wildlife activities and programs. They actively work together with Division of Wildlife communications specialists and education staff.

Minimum Qualifications for Employment

- ✓ Applicants must be a United States Citizen and possess a valid driver's license
- ✓ Applicants must be 21 years of age at the time of Basic Peace Officer Certification
- ✓ Applicants must have a minimum of an associate degree or completed undergraduate core course work in wildlife, fisheries, forestry, natural resources management, environmental science, ecology, biology, criminal justice, law enforcement or related fields
- ✓ Applicants must successfully complete an intensive background investigation
- ✓ Applicants must pass a drug screening, psychological and physical exams, and polygraph test
- ✓ Applicants must meet physical fitness and swim standards that include upper body and core strength, aerobic exercise, distance running, swimming and treading water
- ✓ An interest in hunting, fishing, boating, wildlife conservation, and law enforcement is helpful

Benefits

- ✓ The starting pay for cadets in the academy is \$17.68/hr. without any prior state service
- ✓ Upon successful completion and graduation from the academy, cadets are promoted to wildlife officers earning \$46,155.00/year as the base salary excluding supplements and overtime
- ✓ Home office, uniforms, and physical fitness supplements
- ✓ Members of the Law Enforcement Public Employees Retirement System
- ✓ Medical insurance, dental and vision coverage
- ✓ Vacation, sick, and personal leave allowances
- ✓ Regular training, uniforms, and equipment provided including a fully equipped patrol vehicle
- ✓ Excellent advancement opportunities to the supervisor, investigator, and administrative ranks

If you are up for the challenge, think about joining the wildlife officer team and a rewarding career with the Division of Wildlife!

Wildlife Officer Cadet Application Process



The application for the position of wildlife officer cadet is the first step in the employment process. Once you have successfully completed the pre-screening process and met the minimum qualifications you will be invited to take the proficiency test and then a series of assessments. You must complete each step successfully in order to continue in the hiring process and be eligible for enrollment into the training academy. A limited number of cadets will be hired and not all qualified applicants will be selected for employment.

The schedule below is a “typical” hiring timeline for a wildlife officer cadet. The hiring process could extend for a period of over 10 months.

- Posting of the position of wildlife officer cadet
- Prescreening of applicants to verify minimum qualifications
- Written proficiency test
- Formal interview
- Physical fitness and swim testing
- Conditional offer of employment
- Background investigation
- Polygraph testing
- Psychological testing
- Medical exam
- Drug screening
- Final acceptance for employment
- Orientation and academy training begins

Proficiency Test and Interview

The Division of Wildlife will post a state proficiency test for the wildlife officer cadet position. Once the posting deadline has passed those that meet the minimum qualifications are invited to take the test. The test could include wildlife and fisheries management, hunting, fishing and trapping in Ohio and related regulations, wildlife and fish identification, law enforcement and criminal justice, communications, grammar and mathematics questions and problems. A certain percentage of those that pass the test will be asked to participate in an oral, structured interview that will cover situations common to the job. The top candidates will then advance to the other evaluations and tests before moving further in the process. For further information, see the *Proficiency Test Study Guide for Wildlife Officer Cadets*.

Physical Fitness and Swim Testing

Applicants must successfully pass the Ohio Peace Officer Training Council (OPOTC) Basic Training Program Physical Fitness Standards at the 50% level for the appropriate age/gender. The three physical fitness standards used for testing are one minute of sit-ups, one minute of push-ups, and a 1.5 mile run. Additionally, a swim test will be conducted where you must demonstrate the ability to swim a distance of 100 yards in five minutes or less and tread water for a minimum of five minutes. The best applicants will have prepared themselves well for these tests through a regular exercise program that includes strength training, emphasizing upper body and core exercises, and aerobic training that includes running. Applicants should also ensure they are a good swimmer who can swim the distance needed and tread water comfortably. It is difficult to pass these tests without any prior preparation and training. For more information, see the *Physical Fitness and Swim Testing Information for Wildlife Officer Cadets*

Background Investigation

The Division of Wildlife will conduct a complete and thorough background investigation in order to determine your suitability for employment as a wildlife officer cadet. An in-depth interview will be held with you and your family. Friends, neighbors, present and former employers, fellow employees, school officials, courts and law enforcement agencies will also be contacted as part of the background investigation. A review of your financial and credit history will be conducted.

The applicant’s background will be considered in terms of moral character, emotional stability, reputation in the community, and interest in serving people. Any information obtained through this process that could be considered illegal or unethical may be shared with a local prosecutor, other law enforcement agencies, or current employer if applicable.

Psychological Assessment

Applicants shall be subject to psychological tests administered which will be administered by a psychologist who will evaluate these tests for employment suitability.

Drug Screening Test

Applicants shall be subject to a drug screening test to be administered by a licensed facility. Applicants must pass this test.

Medical Examination

Applicants will be subject to a vision exam and a comprehensive medical examination a licensed physician and/or facility to determine that applicant's fitness to perform the duties of a wildlife officer and meet any other requirements of the training academy. Applicants will be required to meet the basic requirements partially outlined below:

- Vision requirements will be based in part on vision acuity, depth perception, and color perception. An applicant must have vision correctable to 20/20 binocular vision. Moderate color vision is required.
- Additional physical and medical conditions identified during the comprehensive medical examination may affect the applicant's application.
- The applicant may be required to furnish additional information from his/her own personal or other physician at his/her own expense.

Hiring Process Disqualifiers

There are many situations that can affect the applicant's standing in the hiring process. Applicants should pay particular attention to their use of drugs and alcohol, even well before the hiring process. This includes operating a vehicle after drinking or when others have alcohol as passengers in your vehicle, use of prescription drugs for other than their intended purposes, and the use of prescription drugs that are not prescribed for the applicant.

1. The following occurrences in the applicant's background investigation **will** result in the rejection of the application:
 - a. Felony conviction. In the event that information indicates a court ordered expungement exists, then the applicant must submit complete information for review in collaboration with the legal section;
 - b. Any illegal drug use while employed in a law enforcement or prosecutorial position;
 - c. Falsification of information supplied to ODNR;
 - d. Psychological Assessment - Recommendation from Psychological Assessment "not to hire";
 - e. Medical Examination – Recommendation from Medical Examination "not to hire";
 - f. Drug Use:
 - i. Transactions:
 - (1.) Any transaction of drugs including marijuana or prescription drugs within three (3) years before application or after application process initiated;
 - (2.) More than three (3) transactions of drugs including marijuana or prescription drugs within the past seven (7) years.
 - ii. Illegal Drugs:
 - (1.) Any use or possession of illegal drugs (other than marijuana) within three (3) years before application or after application process initiated;
 - (2.) More than three (3) uses of illegal drugs (other than marijuana) within the past seven (7) years.
 - iii. Marijuana:
 - (1.) Any use or possession of marijuana within one (1) year before application or after application process initiated;
 - (2.) Intemperate use of marijuana.
 - iv. Prescription Drugs:
 - (1.) The abuse of prescription drugs within three (3) years that were prescribed for the applicant or someone other than the applicant;
 - (2.) More than three (3) instances of prescription drug abuse within the past seven (7) years.

- v. Other Drugs:
 - (1.) Any use or possession of synthetic (manmade) mind altering substances within three (3) years before application or after application process initiated;
 - (2.) More than three (3) uses of synthetic (manmade) mind altering substances within the past seven (7) years.
- vi. A positive drug screening result.

g. Military History:

- i. Dishonorable discharge from military service;
- ii. Conviction of any article of the Uniform Code of Military Justice that would be equivalent to a felony under the Ohio Revised Code (ORC).

h. Motor Vehicle Moving Violations:

- i. Any conviction of vehicular homicide;
- ii. OVI:
 - (1.) Conviction within the past five (5) years;
 - (2.) More than one (1) conviction as an adult; or
 - (3.) More than two (2) convictions, if one of the convictions was as a juvenile.
- iii. Four (4) moving violation convictions in the past three (3) years as an adult.
- iv. One (1) revocation or suspension of a driver's license as an adult, in effect during the past three (3) years from motor vehicle law violations only (not as a result of sentencing from other crimes).

i. Employment:

- i. Three (3) or more involuntary terminations and/or discharges from employment within the last five (5) years. This shall not include terminations resulting from a business ceasing operations, or resulting from being laid off from a position of employment;
- ii. Discharge or resignation in lieu of discipline from any criminal justice occupation.

2. The following occurrences in the background **could** result in the rejection of the application:

- a. Intemperate use of alcohol;
- b. Anti-social behavior;
- c. Moral character issues;
- d. Emotional stability issues;
- e. Issues involving applicant's reputation in their community;
- f. Lack of interest in serving people;
- g. Numerous debts that are not regularly being paid;
- h. Felony Conduct;
- i. Non-compliance with the law;
- j. Acts of violence and or admissions of undetected crimes against person(s);
- k. Violations of any Federal, State, or Local Natural Resources laws;
- l. Polygraph administrator indicates that person was deceptive or not truthful;
- m. Inappropriate social media activities; or
- n. History of illegal drug use or misuse of prescription drugs, regardless of last occurrence.

TERM	DEFINITION
Intemperate Use	Not moderate; lacking restraint; excessive; going to extremes or having or showing a lack of self-control; immoderate; given to or characterized by excessive indulgence.

Use of Drugs	Occurs when an applicant smokes, puffs, ingests, tastes, injects, inhales, or otherwise tries, any illegal drug, including but not limited to, marijuana, cocaine, anabolic steroids, or chemical inhalants, or synthetic drugs. Use also includes a positive drug screening test for illegal drugs and being under the influence of any intoxicant (i.e. alcohol, illegal drug, or misused/abused prescription drug), other than required for medical reasons as directed by a licensed prescribing physician.
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Training Academy

Selected applicants will be sworn in as wildlife officer cadets and attend an approximately one week orientation training at the Division of Wildlife headquarters, then attend the training academy program. They will live at the academy during the week for duration of this training which will last approximately 25 weeks. The first part is the approximately 16 week basic peace officer training program. Cadets will learn all aspects of law enforcement operations in a classroom, firearms range, driving track, and gymnasium setting. Upon certification as peace officers, cadets will continue training with the 8-9-week Wildlife Officer Pre-Service Training Academy where specific duties of wildlife officers such as their authority and jurisdiction, regulations, wildlife and fisheries management, communications, and agency mission are taught. Cadets will also receive advanced training in firearms and self-defense. All training is in a residential, semi-military academy format, Monday-Friday. Cadets must successfully complete the academy in order to continue employment.

Upon graduation, cadets will be promoted to wildlife officers and assigned anywhere in the state. They will complete a 6-month field training and evaluation program working with experienced officers while they continue to learn the skills and duties common to the job in their area of assignment.

For more information, see the *Frequently Asked Questions about Becoming a Wildlife Officer and Self-Assessment Questionnaire*.

The Wildlife Officer Work Schedule

Effective wildlife law enforcement requires a fluid work schedule for wildlife officers and may include both daytime and nighttime hours, including late nights and early mornings. Officers are typically assigned a four week schedule that is posted four weeks in advance. A work week will be 40 hours consisting of either five work days of eight hours or four work days of 10 hours. Season changes and demands on the wildlife resources are considered with a work schedule. It is important to note that a majority of recreation users are engaged in outdoor activities on the weekends and wildlife officers make a reasonable effort to work these times based on operational needs and peak activity times. This includes many holidays.

Frequently Asked Questions about Becoming a Wildlife Officer and Self-Assessment Questionnaire



The following are answers to frequently asked questions about becoming a wildlife officer. A self-assessment questionnaire is also included. These may help if you have questions about the requirements and demands of the job and about the training program.

Frequently Asked Questions

Question:

What are the minimum qualifications for a wildlife officer cadet?

Answer:

Applicants must be a United States Citizen, 21 years of age upon successful completion of peace officer training, possess a valid driver's license, and have a minimum of an associate degree or completed the undergraduate core course work in wildlife, fisheries, or natural resources management, environmental science, biology, criminal justice, law enforcement or related fields. Applicants will also have to successfully complete a written test, in-person interview, physical fitness test, swim test, and an intensive background investigation including drug screening, psychological and physical exams, and polygraph test.

Question:

Can I apply if I am not yet 21?

Answer:

Yes, but you must turn 21 upon successful completion of peace officer training, which is usually 16 weeks after training has begun.

Question:

I have a degree, but it is not in one of the mentioned fields. Can I still apply?

Answer:

The current requirements include a degree in one of the specified fields. All applicants' education will be evaluated. There may be possibilities of equivalent work experience in certain fields, but you may also be pre-screened.

Question:

I am already certified as a peace officer in Ohio. Do I have to go back through a training academy?

Answer:

You should be prepared to attend peace officer training again with your academy class. Prior training and current certification will be evaluated individually by the Division of Wildlife. It is possible that if your certification is in good standing, you may be assigned to a district for various duties while other cadets complete peace officer training. All cadets will attend the 8-9 week wildlife officer specific training academy together, at a minimum.

Question:

Where is the academy held?

Answer:

The wildlife officer training academy is usually held at the Ohio Peace Officer Training Academy campus in London, Ohio. However, it may be held anywhere in Ohio in partnership with other agencies or institutions. Peace officer basic training (prior to the wildlife officer training academy) may also be held anywhere working with other agencies. Some specific training will also be held around the state at various locations. Cadets will reside at the academy during the week while in training.

Question:

How long is the training?

Answer:

The total academy training program is about six months. The first portion is the Ohio Peace Officer Basic Training program where cadets receive their training and certification as peace officers in the State of Ohio. It is largely law-enforcement related and lasts about 16 weeks. The second portion is the Wildlife Officer Pre-Service Training Academy lasting about 8-9 weeks and encompassing law enforcement, resource management, communications, and other skills and duties common to the wildlife officer position. The academy usually begins in January and cadets graduate around July 1st.

Question:

What will I have to pay for the training and academy?

Answer:

The academy training program and materials along with issued equipment is provided to the officer by the Division of Wildlife at no cost to the applicant. After completion of the academy, wildlife officers must serve at least 24 months before voluntarily leaving or they must reimburse the Division of Wildlife for the training costs.

Question:

Where will I be assigned or what areas are open for the job?

Answer:

While some vacancies are known, many assignments open to cadets will not be decided until after the training academy has begun and senior officers have the opportunity to transfer. It is anticipated that some cadets would be assigned to counties while others will be assigned at-large, working in a particular unit or district until assigned to a vacant county. Cadets usually are given their assignment 30 days prior to graduation. Based on available vacancies, cadets will have an opportunity to provide their assignment preference but final assignments will be up to the Division of Wildlife.

Question:

Will I have to move for my assignment?

Answer:

You should be prepared to move to your assignment location. Wildlife officers assigned to a county must live in that county. Officers assigned temporarily at-large must live within a certain area established by the Division of Wildlife.

Question:

I have some past convictions on my record for speeding and drug use. Will this prohibit me from getting this job?

Answer:

Not necessarily, but they could. If you are dishonest about your driving record, your application will be rejected. Numerous crashes or moving violations could result in rejection, but these situations will be reviewed by the

Division of Wildlife. Drug use, sale, or convictions for drug related violations are serious situations for people interested in a career in law enforcement and public service and many instances will result in rejection. For more information see the *Hiring Process Disqualifiers* in the *Wildlife Officer Cadet Application Process* section.

Self-Assessment Questionnaire

You should be aware of all the criteria necessary to become a wildlife officer cadet as well as the requirements and demands of the job. You should carefully weigh each aspect before reaching a decision on a career as a State Wildlife Officer.

If you answer "NO" to any of the questions below, you should seek additional information and seriously reconsider your decision to enter into the application/selection process. This is a unique job, performed by dedicated men and women. It may or may not be a career for you. The purpose of the questionnaire is not to discourage you from seeking a challenging and rewarding career as a state wildlife officer but to make you aware of aspects that you might not have previously considered. If you can honestly answer all of the questions with a "YES," the Division of Wildlife welcomes you to apply.

The Selection Process

As part of the selection process, are you prepared to:

- Go through a long and competitive selection process that includes a physical fitness evaluation, a swim evaluation, an interview, a background investigation, a pre-employment polygraph examination, a medical screening (including a drug test) and a psychological assessment?
- Invest up to a year to complete all of these steps, if necessary?
- Make several trips to the Columbus, Ohio area throughout the selection process?
- Permit an investigator to conduct criminal and financial history checks, and to interview friends, family members, previous employers, instructors, teachers, and others concerning your background?

The Training Academy

If appointed, will you be able to:

- Undertake an approximately six (6) month period of physical and mental training beginning early in the morning and ending sometimes later in the evening, as part of a team, operating in a strict atmosphere?
- Live at the academy from Monday through Friday, away from your family and friends?
- Have limited contact with family and friends during the week?
- Complete an intensive academic program that includes hundreds of hours of classroom training, reading, studying, testing and typing?
- Perform intensive physical activity including self defense training and distance running?
- Perform menial tasks such as cleaning basic facilities and equipment, making beds, etc?
- Take orders without questions?
- Function in a military style atmosphere, including drill, marching, and room, uniform, and firearms inspections?
- Spend your weekends studying and preparing for the upcoming week if needed?
- Pass all testing requirements (knowledge, fitness, firearms, and the state exam)?

As a Wildlife Officer

Are you willing to:

- Move anywhere in the state for your initial assigned work location?
- Work various hours, including late nights and early mornings?
- Work most weekends and many holidays?
- Work alone in a large geographical area with little to no backup immediately availability?
- Work outdoors in inclement or extremely hot or cold weather?
- Work in remote, rural areas of the state or urban areas of major cities?
- Be the target of rude or abusive treatment and profane language from the general public you are trying to serve?
- Deal with large amounts of report writing, forms and paperwork?
- Regularly use and be proficient on computers?
- Operate 4X4 trucks, boats and all-terrain vehicles (ATV)?
- Speak in front of groups and events about Division of Wildlife programs?
- Confront and arrest persons who may be armed or larger and stronger than you?
- Travel anywhere in the state with little notice, or at odd hours to respond to emergencies and/or statewide trainings?
- Risk personal injury to assist others or perform dangerous tasks in hostile environments?
- Work as part of a team or unit, doing any task needed to accomplish a goal?
- Work independently, as a self-starter with limited supervision and a variable schedule?
- Successfully complete a physical fitness test each year that includes running, upper body, and core exercises in order to continue with employment?
- Serve at least 24 months after completion of the academy before voluntarily leaving or you must reimburse the Division of Wildlife for the training costs.

Physical Fitness and Swim Testing Information for Wildlife Officer Cadets



The minimum qualifications for the wildlife officer cadet position include the ability to successfully pass the Ohio Peace Officer Training Council (OPOTC) Basic Training Program Physical Fitness Standards at the 50% level for the appropriate age/gender (see Exhibit A). The three physical fitness standards used for testing are as follows:

1. **One minute of sit-ups**
2. **One minute of push-ups**
3. **1.5 mile run**

Additionally, a swim test will be conducted where you must demonstrate the ability to:

1. **Swim a distance of 100 yards in five minutes or less**
2. **Tread water for a minimum of five minutes.**

The following is **general** information about the testing for these requirements. The testing will be conducted similarly to that described, but may not be exactly as noted. This information is meant to provide you with some general details about what to expect and prepare for.

You should dress in work out clothes such as shorts, a tee-shirt and running shoes for the fitness testing, which may be conducted outdoors. You should have a conservative swimsuit and towel for the swim test.

The fitness and swim testing is usually conducted on the same day in the Columbus, Ohio area. There will be break of approximately several hours between the tests.

The best applicants will have prepared themselves well for these tests through a regular exercise program that includes strength training, emphasizing upper body and core exercises, and aerobic training that includes running. Applicants should also ensure they are a good swimmer who can swim the distance needed and tread water comfortably. It may be difficult to pass these tests without any prior preparation and training.

FITNESS TESTING

Participants will warm up for a minimum of three minutes immediately prior to the fitness testing sequence.

One Minute Sit-Ups

The purpose of this event is to measure abdominal muscular endurance. The procedure throughout the entire event begins by lying flat on your back with your knees bent. Your feet may be together or apart but your heels must remain in contact with the floor (ground or mat). A partner may firmly hold your feet by placing their hands and applying their weight on the top of your feet.

Your fingers must be interlocked and placed behind your head. When the timer says "Go", lift your upper body by bending at the waist. Touch both of your elbows to your knees. This is the "Up" position. Return back to the start position until both your shoulder blades touch the floor (mat or ground). This cycle is counted as one repetition. Perform as many repetitions as possible. You may rest in the "up" position only. During this event keep your buttocks on the floor (ground or mat); do not thrust your hips; keep your fingers interlocked behind your head; do **NOT** pull on your head or neck; keep your neck in a neutral or straight position; touch both of your elbows to your knees; touch both your shoulder blades to the floor (ground or mat); do **NOT** hold your breath; and breathe as normally as possible.

Your score is the number of fully completed repetitions in one minute or until you stop or cannot continue for the full minute. Participants will rest for a minimum of two minutes prior to push-ups.

One Minute Push-Ups

The purpose of the event is to measure muscular endurance of the upper body (chest, shoulders, and triceps). The procedure throughout the entire event begins by lying on your stomach or while on your knees, placing your hands flat on the floor (ground or mat). Place your hands slightly wider than shoulder width apart with your fingers pointing forward. Your feet may be together or up to 12 inches apart.

Start in the "Up" position with your elbows fully extended. When the timer says "Go", lower your body toward the floor until your upper arms are parallel with your back and you are touching the instructor's target (fist, sponge or aerobic block). Return to the "Up" position with your elbows fully extended. This cycle is counted as one repetition. Perform as many repetitions as possible. You may rest in the "Up" position only. During this event your back must be straight and your body should form a relatively straight line from your shoulders to your ankles at all times; you may **NOT** rest on the floor (ground or mat) or on the target and doing so will end the event; and in the "Up" position your elbows must be fully extended.

Your score is the number of fully completed repetitions in one minute or when you stop or cannot continue for the full minute. Participants will rest for a minimum of ten minutes then warm-up and stretch for a minimum of two minutes.

1.5 Mile Run

The 1.5 mile run is a measure of cardiovascular endurance or aerobic power. The procedure throughout the entire event begins by starting behind the designated starting line. When the timer says "Go", the clock will start. You will run at your own pace. You must run a set distance/# of laps around the track to complete the 1.5 miles. You may run alongside another runner; you may **NOT** physically assist or be assisted by another runner; and you may walk but it will be difficult to meet the standard. The instructor may call out the number of laps completed and/or your lap times. Your finish time for 1.5 miles will be called out and recorded as your score.

Participants will cool down immediately after the run by walking slowly for a minimum of 5 minutes. This will prevent venous pooling (pooling of the blood in the lower extremities which reduces the return of blood to the heart and may cause cardiac arrhythmias).

Violation of the above prohibitions or the inability to complete the required number of sit-ups or push ups in one minute, or the inability to complete the 1.5 mile run in under the required time will result in a failure being recorded and documented. In the event of a failure, one re-test may be made available at a later date, usually within two weeks time.

SWIM TESTING

Participants will stretch out for a minimum of three minutes immediately prior to the swim testing sequence.

100 Yard Swim:

You must demonstrate the ability to swim a distance of 100 yards in five minutes or less. For this portion of the testing, the participant will begin in the shallow end of the indoor swimming pool. The pool has previously been measured and the number of laps and/or portion of laps required to equal 100 yards will be communicated to the participant at pool side. For example, in a 25 meter pool, the number of laps required would be 3.65. At the audible start signal the participant will swim the distance equal to 100 yards in five minutes or less. Two stop watches will be operated, per swimmer, and the lower of the two timing devices will be the recorded time. In the event of a mechanical failure, the time reflected on the remaining operational stop watch will be recorded. Although the actual time will be documented, only a pass/fail will be reported to the Wildlife Officer Cadet Interview Panel. The ability to demonstrate this skill in less time than the minimum will not be a factor in the selection process.

The participant may employ any desired swimming stroke or combination of swimming strokes for the completion of this assessment. The participant may use the side of the pool for the completion of turns, but may **NOT** use the edge of the pool for the attainment of rest periods during the event. Additionally, the participant may **NOT** make contact with the bottom of the pool as a means of obtaining rest periods during the event. The participant should make every effort to avoid any contact with the edge of the pool and the pool bottom during the actual testing portion of this event.

Treading Water:

You must demonstrate the ability to tread water for a minimum of five minutes. For this portion of the testing, the participant will begin in the deep end of the indoor swimming pool. The participant may have physical contact with the pool edge at the start of this event. At the audible start signal the participant will disassociate themselves from the pool

edge and will tread water, in the deep end of the pool, for a minimum of five minutes. Treading water is defined as: to keep the head above water while in an upright position by pumping the legs/and arms. Treading water is not defined as floating.

Two stop watches will be operated, per swimmer, and the higher of the two timing devices will be the recorded time and will also be the timing device employed to signal the stop of the event. In the event of a mechanical failure, the time reflected on the remaining operational stop watch will be recorded. Although the actual time will be documented, only a pass/fail will be reported to the Wildlife Officer Cadet Interview Panel. The ability to demonstrate this skill in more time than the minimum will not be a factor in the selection process.

The participant may **NOT** use the edge of the pool for the attainment of rest periods during the event. Additionally, the participant may **NOT** make contact with the bottom of the pool as a means of obtaining rest periods during the event. The participant should make every effort to remain in the deep portion of the pool and to avoid any contact with the pool sides during the actual testing portion of this event.

Violation of the above prohibitions or the inability to complete the 100 yard distance in five minutes or less or tread water for a minimum of five minutes or more will result in a failure being recorded and documented. In the event of a failure, one re-test may be made available on the same date as the initial testing. A brief rest period will be provided and a second attempt will be administered following the same format as that of the initial test.

Exhibit A

Physical Fitness Standards (50th percentile)

Minimum Scores Based On Gender/Age Norms

(< 30 years old)	Males	Females
Sit-ups (1 minute)	40	35
Push-ups (1 minute)	33	18
1.5 Mile Run (time in minutes)	11:58	14:15
(30-39 years old)	Males	Females
Sit-ups (1 minute)	36	27
Push-ups (1 minute)	27	14
1.5 Mile Run (time in minutes)	12:25	15:14
(40-49 years old)	Males	Females
Sit-ups (1 minute)	31	22
Push-ups (1 minute)	21	11
1.5 Mile Run (time in minutes)	13:05	16:13
(50-59 years old)	Males	Females
Sit-ups (1 minute)	26	17
Push-ups (1 minute)	15	13 (Modified)
1.5 Mile Run (time in minutes)	14:33	18:05
(60 + years old)	Males	Females
Sit-ups (1 minute)	20	8
Push-ups (1 minute)	15	8 (Modified)
1.5 Mile Run (time in minutes)	16:19	20:08

Proficiency Test Study Guide for Wildlife Officer Cadets



A written proficiency test will be administered for the position of wildlife officer cadet. Successful completion of this exam is one of the first steps in the application and testing process for the position. The purpose of the test is to assess the applicants' knowledge of certain topics. Questions will include a variety of multiple choice, identification, and true/false problems. Specific areas that may be covered on the test include:

- **Wildlife, fisheries, and natural resources management, principles, and practices**
- **Hunting, fishing, and trapping in Ohio and related regulations**
- **Wildlife and fish identification**
- **Law enforcement and criminal justice terms, procedures, and processes**
- **Mathematics, grammar, and communications**

Recommended Study Materials

The following is a list of recommended study materials and topics to be reviewed prior to the test. This list is not all-inclusive and is merely a suggestion for test preparation.

- **Principles and practices of wildlife and fisheries management and biology**
- **History of modern wildlife conservation**
- **Life history and field guides of Ohio animals**
- **Conservation legislation such as the Endangered Species Act, Federal Duck Stamp Act, etc.**
- **Hunter and trapper education and safety materials**
- **The Constitution of the United States and Ohio**
- **The American system of criminal justice and law enforcement terms**
- **Hunting, fishing, and trapping regulations in Ohio**
- **Publications of the Division of Wildlife**
- **Basic college level mathematics**
- **Grammar and spelling**
- **Communications and public speaking**

Sample Test

Some examples of questions and the general format of the test are listed here:

Multiple Choice

1. The first ten amendments to the U.S. Constitution are called what?
 1. The Magna Carta
 2. The Bill of Rights
 3. The Founding Charter
 4. The Preamble
 5. The Charter Amendments
2. The wearing of hunter orange clothing applies to people hunting during the open season for what?
 1. Spring Turkey
 2. Raccoon
 3. Deer
 4. Fall Turkey
 5. Mourning Dove
3. You are assigned to talk to a grade school class. You show the students a beaver pelt. The teacher is shocked and states "I hope you did not kill that beaver in a trap." How do you respond?
 1. You tell the class the beaver was hit on the road and killed.
 2. You tell the class about the benefits of trapping.
 3. You tell the class the beaver was trapped in a drowning set and did not suffer.
 4. You ignore the teacher and go on with your presentation.
 5. You tell the class the beaver pelt is worth a lot of money and that was the reason Ohio was settled by French trappers.

4. The 6th Amendment to the U.S. Constitution provides for what?
1. Freedom of speech
 2. The right to bear arms
 3. Freedom of the press
 4. The right to a speedy trial
 5. Protection from unreasonable search and seizure
5. A plug in a shotgun typically serves what purpose?
1. Restricts the spread of the shot coming out of the barrel
 2. Restricts the number of shells the gun can hold
 3. Restricts the firing of the gun to a single shot
 4. Disables the firearm so that it cannot be fired
 5. Disables the action so that it cannot accept certain size shells
6. A species or subspecies that occurred at the time of European settlement and that has since disappeared from a region is:
1. Endangered
 2. Threatened
 3. Species of concern
 4. Extirpated
 5. Extinct
7. The three primary feeding guilds of fish are:
1. Bottom feeder, surface feeder, open-water feeder
 2. Zooplankton, phytoplankton, benthos
 3. Carnivore, omnivore, herbivore
 4. Small fish, insects, crayfish
 5. Crepuscular, nocturnal, diurnal
8. River otters have been successfully reintroduced to Ohio. As a result, Ohio has implemented a river otter trapping season. Which statement is true?
1. River otter trapping season is open statewide.
 2. One river otter can be trapped in Zone A, two river otters can be trapped in Zone B, and three river otters can be trapped in Zone C.
 3. No river otters can be trapped in Zone A, one river otter can be trapped in Zone B, and three river otters can be trapped in Zone C.
 4. The statewide bag limit for river otters is four per season.
 5. There is not a river otter trapping season in Ohio. River otters are classified as threatened in Ohio.
9. You receive a distressed call from a woman who has just saw a wolf run through her back yard. She is concerned about her small dog. She wants you to come out and kill it. How do you respond?
1. You drive to the woman's house, calm her, and explain wolves do not eat family pets.
 2. You explain to her that wolves do not live in Ohio and she probably saw a coyote.
 3. You calm her, take her information, and file a report with the County Animal Control Officer.
 4. You calm her, and explain the benefits of our wolf reintroduction program.
 5. You calm her, take her information, drive to the location, and investigate the area for wolf sign (tracks, scat).
10. During deer gun season you are required to keep track of the number of hunters you contact and the number of tickets issued. You must report the average number of hunter contacts per day, the average number of tickets per day, and the number of hunters contacted per ticket. Use the following data to complete your deer season gun report.
- | | <u>Number of Hunters</u> | <u>Number of Tickets</u> |
|-----------|--------------------------|--------------------------|
| Monday | 25 | 3 |
| Tuesday | 11 | 1 |
| Wednesday | 8 | 0 |
| Thursday | 9 | 1 |
| Friday | 13 | 3 |
| Saturday | 32 | 4 |
| Sunday | 21 | 2 |
1. 17 hunters per day, 2 tickets per day, 8.5 hunters per ticket
 2. 119 hunters per week, 14 tickets, 8.5 hunters per ticket
 3. 15 hunters per day, 4 tickets per day, .11 tickets per hunter
 4. 32 hunters per day, 4 tickets per day, .11 tickets per hunter
 5. Not enough information to calculate answer

11. Which of the following statements is not correct about waterfowl hunting in Ohio?
1. A Federal Duck Stamp and Ohio Wetlands Habitat Stamp are required for waterfowl hunting in Ohio.
 2. No person can hunt with a shotgun capable of holding more than three shells.
 3. One fully feathered wing or head must remain on the bird when being transported from place of harvest to abode.
 4. No person shall hunt from a watercraft having an outboard motor unless the motor has been turned off.
 5. Waterfowl decoys with motorized wings are prohibited in Ohio.
12. You are assigned to drive a wild turkey observation survey. You must record the number, sex, and age of all wild turkeys observed on your 30 mile trip. You count 15 wild turkeys comprised of 10 adult hens, 3 adult gobblers, and 2 juvenile birds. You have to report the number of wild turkeys observed per mile. How many wild turkeys did you observe per mile?
1. 5 hens, .2 gobblers, .13 juveniles
 2. .33 hens, .1 gobblers, .06 juveniles
 3. 10 hens, 3 gobblers, 2 juveniles
 4. .66 hens, .2 gobblers, .13 juveniles
 5. Not enough information to calculate answer
13. When hunting with a friend, which of the following is the safest way to cross a fence?
1. Be sure the safety on your gun is on, hand it to your friend, cross the fence, receive the guns from your friend
 2. Both of you unload your guns, open the actions, one of you crosses the fence and the other hands the guns across and then crosses the fence
 3. Hold your firearm with the gun sling and carefully climb the fence
 4. Make sure that both of your guns have their safety in the "on" position and climb the fence as carefully as possible
 5. Make sure the safety is "on", lay the gun on the ground next to the fence, climb over the fence, and retrieve your gun
14. Why is good marksmanship important?
1. To conserve ammunition
 2. So you can brag to your friends about what a great shot you are
 3. So you can take shots at game at very long distances
 4. To insure a quick, clean kill when the opportunity for a shot presents itself
 5. So you can "double" on game birds
15. Raccoon Strain Rabies is a viral infection that affects the nervous system of mammals including humans. It is transmitted by the saliva of an infected animal. What measure should you take to prevent the spread of Raccoon Strain Rabies?
1. Do not put out feed that is attractive to mammals.
 2. Do not feed, touch, or adopt wild animals as pets, and be cautious of stray dogs or cats.
 3. Instruct children to leave wild animals alone. Be sure your child knows to tell you if they were bitten or scratched by an animal.
 4. Never leave your pets outdoors unattended, and vaccinate them against rabies.
 5. All of the above
16. You receive a call from a father who wants to teach his twelve year old daughter how to hunt. The father must purchase an adult hunting license for \$19. The daughter qualifies for a youth hunting license which costs \$10. The father complains that it is too expensive to hunt. How do you respond?
1. Explain the value of spending time with his daughter.
 2. Explain that the value of the animals they shoot and eat will more than pay for the licenses.
 3. Explain to them they can hunt on private property and they do not need to buy hunting licenses.
 4. Explain to them as long as they hunt on their property or on the adjacent neighbor's land, they do not need hunting licenses.
 5. Explain the benefits of hunting and the cost of the licenses is minimal compared to the amount of opportunity.
17. You are responsible for delivering publications to check stations. You have three check stations in your county. Last year the check stations handed out 325, 257, and 468 publications during the year respectively. You always give each check station 10% more publications than they needed the previous year. How many publications will you need in your county for next year?
1. 1,155
 2. 1,040
 3. 1,050
 4. 325, 257, 468
 5. 335, 267, 478
18. Hunting is one of the safest sports. In Ohio, incidents where people are injured while hunting are uncommon. However, hunting incidents do occur. A newspaper reporter calls you and wants to know what the average number of hunter incidents is each year in Ohio. What do you do?

1. Tell the reporter you have to call your supervisor and get permission first.
 2. Tell the reporter hunting is safe and Ohio leads the nation in the fewest hunting incidents.
 3. Take the reporter's phone number, call the Wildlife Public Information Section and ask them to call the reporter with the information.
 4. Tell the reporter hunting is safe, hunting incidents are uncommon, and you will provide the number of hunter incidents to him.
 5. Explain that you do not have that information but will have someone call him back.
19. You are helping fishery biologists conduct an electrofishing survey on Deer Creek Reservoir to determine the number of largemouth bass in the lake. While they collect the fish, you are responsible for counting and tagging them. On the first survey you tagged 500 largemouth bass. On the second survey a week later, you count 600 bass of which 50 were tagged. How many largemouth bass are in Deer Creek Reservoir?
1. 1,150
 2. 1,050
 3. 1,100
 4. 6,000
 5. Not enough information to calculate answer
20. During a deer drive, "standers" should wait to shoot deer.....
1. Running towards them
 2. After the deer have passed them and are in their safe shooting zone
 3. When the deer are passing them
 4. Once the "drivers" have come into view
 5. All of the above
21. Which of the following fish have a closed season during a period of the year?
1. Northern pike in Maumee and Sandusky rivers
 2. Yellow perch on Lake Erie
 3. Steelhead trout in the Grand and Rocky rivers, Black and white Crappie in Alum, Hoover, and Dillon reservoirs
 4. Smallmouth bass on Lake Erie
22. You have been assigned to conduct a creel survey on Knox Lake. You are required to identify, measure, and weigh the first 100 fish you see. From previous creel surveys you know that each angler averages 1.25 fish per trip. How many anglers will you have to contact in order to reach your 100 fish requirement?
1. 125
 2. 100
 3. 80
 4. 50
 5. not enough information to calculate answer
23. A landowner calls you and complains about people trespassing on his land. There are three people hunting on his land without permission. How do you respond?
1. Ask the landowner to get as much information as possible about the hunters and their vehicle, and drive to the location.
 2. Ask the landowner to contact the hunters, ask to see their hunting licenses, and write down the information for you.
 3. Explain to the landowner this type of behavior happens all the time and there is little we can do about it.
 4. Explain to the landowner that trespassing violations are handled by the County Sheriff, and provide the phone number of the Sheriff's Office or offer to call the Sheriff on his behalf.
 5. Tell the landowner to let the air out of two tires on the hunter's vehicle, and drive to the location.

True or False

24. Both Felony and Misdemeanor crimes can be punishable by time in jail.
1. True
 2. False
25. Probable Cause is more than Reasonable Suspicion.
1. True
 2. False
26. In a criminal case, it is the duty of the defendant to prove their case beyond a reasonable doubt.
1. True
 2. False

27. Zoonosis is any infectious disease that may be transmitted from other animals, both wild and domestic, to humans or from humans to animals.

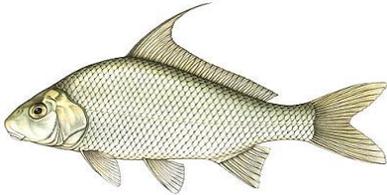
1. True
2. False

28. Hybrid fish such as saugeye, hybrid striped bass, and tiger muskies can occur naturally in the wild.

1. True
2. False

Identification

29. Identify the following fish



1. Common carp
2. Gizzard shad
3. Quillback carpsucker
4. Small-mouthed buffalo
5. High-finned sucker

30. Identify the following waterfowl



1. Mallard
2. Greater Scaup
3. Bufflehead
4. Common Goldeneye
5. Canvasback

Answers

- | | | | |
|-----|---|-----|---|
| 1. | 2 | | |
| 2. | 3 | | |
| 3. | 2 | 17. | 1 |
| 4. | 4 | 18. | 4 |
| 5. | 2 | 19. | 4 |
| 6. | 4 | 20. | 2 |
| 7. | 3 | 21. | 5 |
| 8. | 3 | 22. | 3 |
| 9. | 2 | 23. | 1 |
| 10. | 1 | 24. | 1 |
| 11. | 5 | 25. | 1 |
| 12. | 2 | 26. | 2 |
| 13. | 2 | 27. | 1 |
| 14. | 4 | 28. | 1 |
| 15. | 5 | 29. | 3 |
| 16. | 5 | 30. | 4 |

Information on Division of Wildlife job postings and opportunities can be found on the Internet at:

<http://wildlife.ohiodnr.gov/wildohiocareers> or
www.wildohio.gov

Or by calling the law enforcement section at 1-800-WILDLIFE
(1-800-945-3543)

For specific questions and to be added to a recruiting list, contact
Law Enforcement Program Administrator Jim Quinlivan at
jim.quinlivan@dnr.state.oh.us or (614) 265-6314.

