



SJSO Hiring Process

Pre- Conditional Offer

- Application Submission
- Competitive Review
- Initial Background (Criminal History/Records Check, and Driver's License)
- Oral Review Board
- Employment/Personal References
- Law Enforcement Contact
- Field Neighborhood Investigation (Certified only)
- Typing Test
- Physical Ability Test/ Firearms Qualifications (Certified Applicants Only)
- HR Manager Review
- Sheriff's Review

Post Conditional Offer

- Drug Screen- (Mandatory Testing Positions)
- Psychological Evaluation (Certified Applicants Only)
- Polygraph Exam
- Physical Exam (Certified Applicants Only)

Sheriff's Interview- Final Offer