



TEXAS GAME WARDEN CHAPLAINCY PROGRAM

For over 100 Years, Texas Game Wardens have exemplified passion, dedication, and commitment to protecting the natural resources of Texas. As fully commissioned State Peace Officers, Texas Game Wardens not only enforce fishing, hunting, and water safety laws; they also apprehend dangerous criminals and provide valuable public safety to the people of Texas. Game Wardens often lead in search and rescue operations across the State and are at the front lines of the State's border security initiatives and environmental law enforcement. Texas Game Wardens are responsible for enforcement of the Parks and Wildlife Code, all TPWD regulations, the Texas Penal Code and selected statutes and regulations applicable to clean air and water, hazardous materials and human health. Game Wardens fulfill these responsibilities through educating the public about various laws and regulations, preventing violations by conducting high visibility patrols, and apprehending and arresting violators.

The Law Enforcement Division employs approximately 532 Game Wardens throughout the state, and operates 28 field offices that sell licenses, register boats, and provide the public with local information across the state. Texas Game Wardens operate a fleet of over 500 patrol, tactical, and rescue vessels. Furthermore, Texas Game Wardens engage with and educate the public through extensive outreach programs.

Texas Parks and Wildlife Department's Law Enforcement Division recognizes the harmful effects of stress associated with critical incidents that our Game Wardens respond to. Everyone probably has or will experience critical incident stress in their lifetime; it is an inevitable reality of the Game Warden's work due to the nature of his / her job responsibilities. It is with great pleasure that we announce the creation of a Game Warden Chaplaincy Program by which we can not only serve our Game Warden, Texas Parks and Wildlife staff and their families but also the great citizens of the state in their darkest hours. Texas Game Wardens cover the far corners of the state and all the places in between and therefore in order to serve this diverse and ubiquitous organization we are seeking an appointment of a Lead Chaplain and several volunteer Regional Chaplains from across the state. The mission of this all-encompassing program is to minimize the effects of job-related or personal stress and enhance the functioning of employees which are the Department's most valuable resource.

Currently Texas Parks and Wildlife Department will be accepting applications for those interested in seeking the appointment as the State's Lead Chaplain. Applicants should submit the necessary paperwork before the close of business on **March 25th, 2016**. Completed packets may be emailed to cody.jones@tpwd.texas.gov. Question may be directed to Asst. Commander Cody Jones at (512)389-4624 or the email listed previously.

Those looking for an appointment as a volunteer Regional Chaplain can submit an email expressing their interest to cody.jones@tpwd.texas.gov and notification will be emailed to them once the application process is opened.

TEXAS GAME WARDEN LEAD CHAPLAIN

LEAD CHAPLAIN GENERAL DESCRIPTION (Located within close proximity to TPWD HQ Austin, TX.): Performs all of his/her duties and responsibilities under the direct supervision of the Lt. Colonel and Colonel to meet the mission of the Division. Administer the volunteer chaplaincy program, including selection of the volunteer corp of chaplains and also monitoring the various reports that are required and the necessary training. Assists in administration of the Critical Incident Stress Management and Family Assistance Teams. Assists in the drafting of program related materials. Provides guidance, leadership, and supervision for the volunteer chaplains selected to serve on behalf of the Law Enforcement Division. Represents the Law Enforcement Division by attending official functions such as award ceremonies, academy graduations, promotions, and swearing in. Coordinates with other divisions any changes or updates needed to properly manage the programs. Develops required material for distribution and attends the required training sessions to insure proper administration of programs. Assists in planning future law enforcement procedures and make recommendations on appropriate changes to the Director of Law Enforcement, Deputy Director and Chief. Provides information and advice to the Law Enforcement Division Headquarters' Staff and field personnel in areas of responsibility to maintain statewide consistency.

LEAD CHAPLAIN ESSENTIAL JOB FUNCTIONS:
Advocate for the Division's Chaplaincy Program and Chaplain Development. Manage the various responsibilities in Law Enforcement Division's Chaplaincy Program including selection, supervision and training of a statewide volunteer corp of chaplains, as well as the capturing of necessary data and reports to support the program. Act as a facilitator for initial and refresher chaplaincy training. Oversee the compliance of monthly volunteer chaplain commitments.
Provide spiritual guidance and counseling to all members of the Division and their families, both sworn and civilian, in time of need. Offer victim/survivor assistance and support. Give death notification whenever possible. Offer non-denominational invocations, benedictions and other prayers at ceremonial occasions. Provide in-service and academy instruction on death notification, stress management and related topics working with the Critical Incident Stress Management Team (CISM).
Provide Crisis Response--Emergency call outs in response to situations faced by employees whether on or off duty, their families, and the community as requested. Provide Critical Incident/Crisis Intervention Stress Management in concert with the CISM team (suicide interventions and prevention; horrific crime scenes and severe traumas; body recovery, fatality boating accidents, fatality hunting accidents, Officer involved shootings, etc.). Establish a back-up resource network of available resources to assist employees and families (i.e. referrals).
Provided newsletters, emails or other resources to agency personnel that will help with building a foundation knowledge of potential stressors for the employee and their family based on their line of work.
Visit sick, injured or bereaved wardens, their family members and other employees of the department. Preside over weddings and funerals of personnel when asked to do so. Attend funerals of retired wardens, family members or civilian employees.
Serve as an advisor to the Leadership on matters of theology/spiritual guidance.
Represent the department in the wider community through uniformed presence, public speaking, participation in community events and providing chaplain services to other agencies in need.
Attend division meetings, training events and other gatherings as requested and perform ride-a-longs on a regular basis.

TEXAS GAME WARDEN LEAD CHAPLAIN

Cont.

MINIMUM QUALIFICATIONS:

Education:

- Graduation from an accredited four-year college or university with a Bachelor of Divinity or a related degree.

Experience:

- Five years' experience as an ordained minister in a parish setting or chaplaincy, including satisfactory completion of some clinical pastoral education in an accredited clinical pastoral education center.

Licensure:

- Must possess and maintain a valid Texas Driver's License.
- Formal ordination or licensing by a recognized church or denomination of churches, and be a member in good standing of a church.

PREFERRED QUALIFICATIONS:

Education:

- Master of Divinity, Master of Theology, Master of Religious Education, or a related degree.

Experience:

- Ten years of ministerial experience, preferably pastoral, under the supervision of a properly constituted church.
- Formal endorsement to the Texas Parks and Wildlife Law Enforcement Division from a properly constituted church or religious body attesting to the fitness of the applicant to serve as a chaplain.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge, skills and abilities should directly support the essential job functions.

Knowledge of:

- Knowledge of the religious beliefs and practices of various faiths, groups, and denominations.

Skill in:

- Skill in counseling clients and clients' families.
- Skill in the use of a computer and applicable software.
- Skill in communicating, coordinating and working effectively with other employees, the general public and/or with other agencies to accomplish TPWD and/or Law Enforcement Division programs, activities, goals and objectives.

Ability to:

- Ability to develop new chaplaincy programs; to participate in community religious and welfare organizations; to communicate effectively; and to plan, assign, and/or supervise the work of others.
- Ability to apply appropriate management techniques that result in effective and appropriate guidance and leadership to employees and others.
- Ability to plan and evaluate the work of others, and devise appropriate employee or volunteer development strategies to maximize employee/volunteer performance and morale.
- Ability to maintain operational readiness and ride-along with Game Wardens a minimum of eight hours per month.
- Ability to use computers to develop, maintain and monitor reports, records, documents and other information.
- Ability to work under tight deadlines with changing priorities and workloads.
- Ability to work and interact effectively as a member of the agency, division and regional management support and accomplish establish goals and objectives.
- Ability to work with other agencies when asked.

TEXAS GAME WARDEN VOLUNTEER REGIONAL CHAPLAIN

VOLUNTEER REGIONAL CHAPLAIN GENERAL DESCRIPTION (Statewide): Performs all of his/her duties and responsibilities under the direct supervision of the Lead Chaplain in cooperation with the Regional Major to meet the mission of the Division for the geography area they represent. Assist the Critical Incident Stress Management and Family Assistance Teams when needed in their area of responsibility. At minimum attends training in Critical Incident Stress Management and Basic Police Chaplaincy but will be encourage to attend more. Assists the Lead Chaplain in the drafting of program related materials. Represents the Law Enforcement Division by attending official functions such as award ceremonies, academy graduations, promotions, and swearing in. Participates in regional training events and provides training to TPWD personnel. Assists the program lead in planning future law enforcement procedures and makes recommendations on appropriate changes to the Lead Chaplain. Provides information and advice to the Law Enforcement Division's Regional Command Staff and field personnel in areas of responsibility.

VOLUNTEER REGIONAL CHAPLAIN ESSENTIAL JOB FUNCTIONS:

Provide spiritual guidance and counseling to all members of the Division and their families, both sworn and civilian, in time of need. Offer victim/survivor assistance and support. Give death notification whenever possible. Offer non-denominational invocations, benedictions and other prayers at ceremonial occasions. Provide in-service and academy instruction on death notification, stress management and related topics working with the Critical Incident Stress Management Team (CISM).

Provide Crisis Response--Emergency call outs in response to situations faced by employees whether on or off duty, their families, and the community as requested. Provide Critical Incident/Crisis Intervention Stress Management in concert with the CISM team (suicide interventions and prevention; horrific crime scenes and severe traumas; body recovery, fatality boating accidents, fatality hunting accidents, Officer involved shootings, etc.). Establish a back-up resource network of available resources to assist employees and families (i.e. referrals).

Provided newsletters, emails or other resources to agency personnel that will help with building a foundation knowledge of potential stressors for the employee and their family based on their line of work.

Visit sick, injured or bereaved wardens, their family members and other employees of the department. Preside over weddings and funerals of personnel when asked to do so. Attend funerals of retired wardens, family members or civilian employees.

Serve as an advisor to the Regional Leadership on matters of theology/spiritual guidance.

Represent the department in the wider community through uniformed presence, public speaking, participation in community events and providing chaplain services to other agencies in need.

Attend regional meetings, training events and other gatherings as requested and perform ride-a-longs on a regular basis.

TEXAS GAME WARDEN VOLUNTEER REGIONAL CHAPLAIN Cont.

MINIMUM QUALIFICATIONS:

Experience:

- Experience as an ordained laity or minister in a parish setting or chaplaincy.

Licensure:

- Must possess and maintain a valid Texas Driver's License.
- Formal recognition, ordination or licensing by a recognized church or denomination of churches, and be a member in good standing of a church.

PREFERRED QUALIFICATIONS:

Education:

- Graduation from an accredited four-year college or university with a Bachelor of Divinity or a related degree.

Experience:

- Five years of ministerial experience, preferably pastoral, under the supervision of a properly constituted church.
- Satisfactory completion of some clinical pastoral education in an accredited clinical pastoral education center.
- Formal endorsement to the Texas Parks and Wildlife Law Enforcement Division from a properly constituted church or religious body attesting to the fitness of the applicant to serve as a chaplain.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge, skills and abilities should directly support the essential job functions.

Knowledge of:

- Knowledge of the religious beliefs and practices of various faiths, groups, and denominations.

Skill in:

- Skill in counseling clients and clients' families
- Skill in the use of a computer and applicable software.
- Skill in communicating, coordinating and working effectively with other employees, the general public and/or with other agencies to accomplish TPWD and/or Law Enforcement Division programs, activities, goals and objectives.

Ability to:

- Ability to participate in community religious and welfare organizations; to communicate effectively.
- Ability to maintain operational readiness and ride-along with Game Wardens a minimum of four hours per month.
- Ability to use computers to develop, maintain and monitor reports, records, documents and other information.
- Ability to work under tight deadlines with changing priorities and workloads.
- Ability to work and interact effectively as a member of the agency, division and regional management support and accomplish establish goals and objectives.
- Ability to work with other agencies when asked.