



Title: Law Enforcement Academy Instructor

Campus: Eagle Pass

Job ID: 252608701003

Closing Date: Until Filled

Job Summary: Primary duties include teaching cadets in law enforcement academy courses (e.g., Texas Basic Peace Officer Certification curriculum, Criminal Law, Police Procedures, Defensive Tactics, and Firearms Training), and related law enforcement topics. Instructors are responsible for delivering instruction in accordance with Texas Commission on Law Enforcement (TCOLE) standards, preparing lesson plans and instructional materials, and maintaining accurate records of student attendance, performance, and training hours. Duties also include assessing student learning through written exams, skills demonstrations, and scenario-based training, while ensuring compliance with academy safety protocols and institutional policies. Instructors are expected to support the recruitment, advising, and mentoring of academy students. Effective communication with students, colleagues, and college administrators is essential. Instructors must be available to teach day, evening, and/or weekend academy sessions, including classroom instruction, physical training, firearms qualification, and scenario-based exercises. Travel to teach at other Southwest Texas College sites may be required.

Classification: Full-time, Exempt

Department: Law Enforcement Academy

Salary: Commensurate with education and teaching experience based on salary schedule. 10-month, non-tenure track, faculty position.

Other Benefits: Benefits package available (Health/Life insurance, retirement plan, sick/personal leave, holidays, waived tuition for eligible employees and dependents).

QUALIFICATIONS

Education: Associate's degree or higher in law enforcement or criminal justice preferred. Must also hold an Intermediate Peace Officer License or higher.

Experience & Training: Minimum of five (5) years of active law enforcement experience, telecommunicator, or jailer; a bachelor's degree with two years of teaching experience; or a graduate degree with no additional experience required and must also successfully complete a TCOLE-approved instructor training course (or an equivalent program).

Required Certificates/Licenses:

Valid Texas Class C Driver's License. Current Texas Peace Officer Certification. Current TCOLE Basic Instructor Certification.

Preferred:

Additional relevant certifications, such as Advanced Instructor, Firearms, Defensive Tactics, Crisis Intervention, Emergency Vehicle Operations, or other specialty instructional areas. Instructor training in these areas may be assigned to meet the needs of the academy.

Additional Qualification Requirements: Must be able to demonstrate experience working effectively with individuals from diverse backgrounds. Must have excellent English, writing, and oral communication skills. Must possess required knowledge, skills, abilities, and experience and be able to explain and demonstrate, with or without reasonable accommodation, the essential functions of the job. Candidate must be authorized to work in the U.S. and must provide verifiable credentials; successful completion of background checks specified for the position. Must have a valid Driver's License and be insurable through SWTX insurers. Travel is required to other locations served by the college.