Applicant Name & Serial #: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_

Evaluator: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Score: \_\_\_\_\_\_\_\_\_\_\_\_\_

**Final Score (average score of the three evaluators): \_\_\_\_\_\_\_\_\_\_\_\_\_**

Agency should use whatever scoring system is specified in policy for selection. Scores may be averaged, consensus, raw, etc.

This is the oral board interview for the firearms instructor selection process. You will be given 30 minutes to answer seven questions interview does not necessarily have to be timed. Please indicate when you are finished answering a question so we can ask the next question. If at any time you want to have a question repeated, please ask. If at any time you want to go back to a previous question, please ask. There is a notepad and pen for you to take notes during this process. The notepad and pen will remain with us at the end of the process.

Following the seven questions, there will be a short teach-back demonstration which will be explained later. The teach-back may be done prior to the interview if desired. The topic for the teach-back may be presented at the interview or provided by lesson plan prior as desired by the agency and training unit. Do you have any questions?

Each question may be on a separate page to allow adequate space for notes.

**Questions #1: (10 points)**

**Tell the Board why you are the best candidate for the firearms instructor position.**

\_\_\_\_\_\_ Expert Shooter Award

\_\_\_\_\_\_ Adjunct instructor

\_\_\_\_\_\_ Assists with teaching recruits & in-service personnel

\_\_\_\_\_\_ Teaches other topics

\_\_\_\_\_\_ Good computer skills

\_\_\_\_\_\_ Good general craftsman skills

\_\_\_\_\_\_ Problem solver

\_\_\_\_\_\_ Minimum supervision

\_\_\_\_\_\_ Team player

Other Notes:

**Question #2: (10 points)**

**While conducting a live-fire drill during annual training at the range, you observe an officer clutch his chest and fall to the ground. Tell the Board what you would do?**

\_\_\_\_\_ Call cease fire

\_\_\_\_\_ Determine injury

\_\_\_\_\_ Gunshot wound

\_\_\_\_\_ Possible heart attack

\_\_\_\_\_ Other

\_\_\_\_\_ Obtain trauma kit / AED

\_\_\_\_\_ Call for fire dept

\_\_\_\_\_ Send someone out to range entrance to escort fire

\_\_\_\_\_ Treat in place vs. self-transport

\_\_\_\_\_ Make range safe / unload other shooters

\_\_\_\_\_ Protect scene for investigation

\_\_\_\_\_ Notify supervisor

\_\_\_\_\_ Delegate duties

Other Notes:

**Question #3: (10 points)**

**While teaching empty gun reloads and the use of the safety during a 40-hr rifle operator certification course, an officer who you know has combat experience states “You shouldn’t be putting the safety on during empty gun reloads…you’re going to get someone killed teaching that.” Tell the Board how would you handle this situation?**

\_\_\_\_\_ Mention legal and civil ramifications of failing to use the safety

\_\_\_\_\_ The use of the safety does not slow a shooter down

\_\_\_\_\_ Emphasize dept philosophy and training

\_\_\_\_\_ Adopted from military special operations community

\_\_\_\_\_ Applicant successfully defended the use of safeties

\_\_\_\_\_ Applicant was respectful & professional to the officer

Other Notes:

**Question #4: (10 points)**

**You are conducting quarterly pistol training and a participating officer is exhibiting a negative attitude to the point where it is affecting the others officers and the training. Your supervisor is away at a meeting. Tell the Board how you would handle this situation?**

\_\_\_\_\_\_ Separate / Speak to the officer away from the group

\_\_\_\_\_\_ Communicate / Try to determine the problem, and remedy it

\_\_\_\_\_\_ Educate / Remind the officer of the importance of training and a good attitude

\_\_\_\_\_\_ Re-Acclimate / Get the officer back into the training

\_\_\_\_\_\_ Monitor the officer

\_\_\_\_\_\_ Advise the supervisor

\_\_\_\_\_\_ If problem continues, remove the officer from training with supervisor approval

Other Notes:

**Question #5: (10 points)**

**A rifle operator comes to you frustrated and states his zeroing groups look like “buckshot pattern”. Tell the Board what you would do to identify and fix the problem?**

\_\_\_\_\_\_ If using iron sights, check if small aperture is being used

\_\_\_\_\_\_ If using iron sights, check carry handle screws

\_\_\_\_\_\_ If using optic, check optic mount

\_\_\_\_\_\_ Check barrel for tightness

\_\_\_\_\_\_ Check chamber & barrel for cleanliness

\_\_\_\_\_\_ Check officer’s shooting platform

\_\_\_\_\_\_ Instructor shoots rifle to verify

Other Notes:

**Question #6: (5points)**

**You come to work on Monday and see there is no scheduled training on the training calendar for the week. Tell the Board what you would do to be a productive member of the unit.**

\_\_\_\_\_\_ Range / trailer maintenance

\_\_\_\_\_\_ Check & maintain ammo / supply inventory

\_\_\_\_\_\_ Clean / repair weapons

\_\_\_\_\_\_ Review / revise outlines

\_\_\_\_\_\_ Develop drills

\_\_\_\_\_\_ Research outside training

\_\_\_\_\_\_ Test & Eval new equipment

\_\_\_\_\_\_ Assist other trainers

\_\_\_\_\_\_ Patrol shift

Other Notes:

**Question #7: (5 points)**

**Inside the rifle case there is a rifle. Please tell the Board what parts, if any, are unauthorized for use.**

\_\_\_\_\_\_ Checks to ensure the rifle is unloaded and shows it is clear

\_\_\_\_\_\_ Vertical fore-grip

\_\_\_\_\_\_ After-market competition trigger group

\_\_\_\_\_\_ Logo dust cover

\_\_\_\_\_\_ Optic

Other Notes:

**Teach-back portion: (40 points)**

**You will have 10 minutes to teach empty gun reloads to the board. There is no outline for you to follow. This is a demonstration of your current knowledge, instructional habits, and public speaking skills. Do you have any questions?**

\_\_\_\_\_\_ Introduction

\_\_\_\_\_\_ Safe weapon handling

\_\_\_\_\_\_ Demo multiple techniques

\_\_\_\_\_\_ Discussed pros & cons of various techniques

\_\_\_\_\_\_ Demo both right- and left-handed techniques

\_\_\_\_\_\_ Used mechanical safety appropriately

\_\_\_\_\_\_ Speaks well in front of group

Other Notes