

**JOB TITLE & DEPARTMENT:** Police Cadet  
Police Department

**HOURS OF WORK:** 37.5 hours per work

**UNION AFFILIATION:** None

**ABOUT THE CAMBRIDGE POLICE DEPARTMENT:**

The Cambridge Police Department is a dedicated and diverse group of professionals who are committed to working with the community to make the City of Cambridge a safe and desirable place to live, work or visit. Our mission is to partner with the community to solve problems and improve public safety in a manner that is fair, impartial, transparent, and consistent.

**ABOUT THE ROLE:** The Cambridge Police Cadet Program is an on-the-job training program for Cambridge young adults seeking a career in law enforcement. Cadets will rotate throughout the Department in various assignments, such as in the Commissioner's Office, Patrol Operations, and Support Services including specialized units throughout the Department as needed.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:**

Under the supervision of a superior officer, this position will be working out of the Training and Certification Unit in various assignments throughout the Department. Responsibilities may include, but are not limited to:

- Classroom training on topics such as 21<sup>st</sup> Century policing, public safety and the Cambridge Police Department, Procedural & Social Justice, Basic First Aid, Crime Scene Services, and Crime Analysis
- Field assignments such as assisting with special events and community outreach engagement
- Administrative duties such as preparing reports, tabulation of facts and figures for statistical purposes, research projects
- Fitness and Health training
- Other related duties as assigned

**MINIMUM REQUIREMENTS:**

- Current Cambridge resident aged 18-23 years old at the time of application
- High School Diploma or GED
- Cambridge residency for the last three (3) years
- Citizen of United States
- Valid Massachusetts Driver's License and good driving record

**Candidates must pass an extensive screening process including:**

Interviews; drug testing; pre-employment medical and psychological examinations; physical abilities and fitness standards tests; extensive criminal background check including driving history; and, successful performance during the Cadet training program (both academic and physical in nature).

The City of Cambridge's workforce, like the community it serves, is diverse. Applicants must have the ability to work and interact effectively with individuals and groups with a variety of identities, cultures, backgrounds, and ideologies

**Preferred:** Strong communication skills, verbal and written, and knowledge of Cambridge.

**Cadets shall not carry firearms, nor have any power of arrest other than that of an ordinary citizen.**

**PHYSICAL DEMANDS:** Ability to access, input and retrieve information from a computer. Ability to answer phones, maintain multiple files and be able to lift a minimum of at least 10 pounds. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**RATE:** \$21.08 per hour/37.5 hours a week + excellent benefits

**WORK ENVIRONMENT:** Standard office environment. Fluorescent lighting, carpeted floors and air conditioning. Moderate noise level.

**APPLICATION PROCEDURE:** Interested applicants must first enroll and register for a competitive exam, to be held at the Cambridge Police Department on Saturday, November 15, 2025. There is no fee to take the exam, and no prior knowledge of law enforcement is necessary.

**Registering for the exam:**

Applicants should complete the attached registration form and provide the requested documentation by email to [personnel@cambridgepolice.org](mailto:personnel@cambridgepolice.org), by **5pm on October 24, 2025**.

**Required Documentation:**

- **Copy of Driver's License**
- **Proof of Residency**
- **Proof of Citizenship**
- **One (1) Letter of Recommendation from teacher, employer, mentor etc.**
- **Three (3) contacts that are different from the letter of recommendation**

Based on the examination results, an eligible list of candidates for the program will be created. The highest scoring candidates will be contacted by the Police Department to move forward to the screening stage of the hiring process.

**THE CITY OF CAMBRIDGE IS AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER AND DOES NOT DISCRIMINATE ON THE BASIS OF RACE, COLOR, SEX, RELIGION, AGE, NATIONAL ORIGIN, DISABILITY OR ANY OTHER PROTECTED CATEGORY. WOMEN, MINORITIES, VETERANS, MEMBERS OF THE LGBTQ+ COMMUNITY, AND PERSONS WITH DISABILITIES ARE ENCOURAGED TO APPLY. CITY OF CAMBRIDGE RESIDENTS ARE ESPECIALLY ENCOURAGED TO APPLY. AUXILIARY AIDS AND SERVICES, WRITTEN MATERIALS IN ALTERNATIVE FORMATS AND REASONABLE MODIFICATIONS IN POLICIES AND PROCEDURES WILL BE PROVIDED TO QUALIFIED INDIVIDUALS WITH DISABILITIES FREE OF CHARGE, UPON REQUEST. THE CITY IS COMMITTED TO ADVANCING A WORKFORCE CULTURE OF ANTIRACISM, DIVERSITY, AND INCLUSION.**