

# NTOA COMMAND COLLEGE STUDENT PROFILE



## LT. JON BRAMBILA PRESCOTT (AZ) POLICE DEPARTMENT

Lt. Jon Brambila began his law enforcement career in 1999 with the city of Prescott, Arizona. He has held positions within his organization as an FTO and a sergeant in patrol, training and recruiting, and in the Northern Arizona Regional Training Academy. As a lieutenant, Jon has served in the Support Services Bureau since 2014. He also has moved through the ranks of his SWAT team as an operator, team leader and now serves as the team commander. Jon has served as the secretary for the Arizona Tactical Officers Association since 2012 and is interim vice president for the association. He holds a BA in criminal justice from the University of Central Oklahoma and is a recent graduate of the 270th class of the FBI National Academy.

**Q: YOU CURRENTLY HOLD THE POSITION OF TEAM COMMANDER WITH YOUR AGENCY'S SWAT TEAM. HOW DO YOU ENVISION THE NTOA COMMAND COLLEGE BENEFITING YOU IN THAT ROLE?**

**A:** Throughout my law enforcement career I have been very fortunate to have had supervisors and leaders that have provided for career enhancement through many different types of training opportunities specific to tactics and leadership. They provided those opportunities to me very early in my career and they have allowed me to grow as a leader in my organization as well as in the area of SWAT.

As I moved through the ranks, I made it a priority to mentor those who had similar aspirations and I viewed my role as a team leader and now a team commander as one who should provide opportunities to members of our team. That meant that new training and leadership courses for myself were no longer the priority as I was focused on planning for the future and my replacement. However, I found that as a team commander I was lacking in many important areas and I began searching for more advanced leadership training specific to SWAT.

The time was perfect in that I was part of an NTOA/ State Association meeting in Salt Lake City when the concept of the Command College was first introduced. I was excited to see this opportunity and enrolled shortly after the program began last year. I see this as an opportunity to grow as a tactical commander, and a leader in my organization and our state association.

The course content puts the focus on leadership and understanding those you lead by doing some self-reflection and hearing from other commanders from across the country. The networking that this creates through the residency courses is something that cannot be measured but is of the highest value from my perspective of a small department tactical commander. My expectations from Command College will be to help me grow as a tactical leader and provide me with new ways to solve many of our old problems.

**Q: YOU HAVE HAD AN OPPORTUNITY TO SERVE IN A NUMBER OF ASSIGNMENTS THAT INVOLVE TRAINING LAW ENFORCEMENT OFFICERS. WHAT QUALITIES AND SKILLS DO YOU THINK ARE MOST IMPORTANT FOR TODAY'S OFFICERS?**

**A:** We face some significant challenges today in recruiting and retaining good police officers across the country. The days of having a large pool of highly qualified applicants is

gone and we are all faced with evaluating our standards and our training to meet the needs of our departments and our communities, and in doing so we have to be willing to change the way that we have done things in the past.

I believe that the qualities that are most important today would be to be open to change and look for innovative ways to do our job different based on our past experiences, finding different ways to solve problems and using technology to do so. I think that you still need those in our profession to approach our role in our communities with a servant's heart and to remember that everything that we do is for others and not ourselves. Lastly I believe that another quality would be that of loyalty and commitment to excellence. Seeking out training to improve your skill set is vital to the development of today's officers. Hard work, commitment and setting goals are all very important to the professional development of our officers.

**Q: AS PART OF THE COMMAND COLLEGE PROGRAM, YOU WERE ASKED TO SELECT A CAPSTONE RESEARCH PROJECT. WHAT TOPIC DID YOU SELECT AND WHY?**

**A:** The Capstone Research Project that I chose addressed the topic of tactical leadership and planning for the future. In my career, I have all too often watched as departments promote someone into a leadership role and then the scramble is on to find training to send them to right away. In our profession, I feel that we can do a much better job in preparing our future leaders by identifying them early in their careers and then providing opportunities for them to grow by attending training specific to supervision and leadership.

As leaders we all should be concerned with training our replacements and getting that process started sooner rather than later so that we do not fall prey to the way we have done things in the past, which is typically reactive and not proactive. There are so many opportunities with state associations and the NTOA to allow our future leaders the room to grow and improve their skills and in not doing so we contribute to our problems of the past.

**Q: YOU'VE BEEN HEAVILY INVOLVED IN YOUR STATE TACTICAL ASSOCIATION. WHAT FEEDBACK WOULD YOU GIVE OTHER STATE ASSOCIATION BOARD MEMBERS WHO ARE CONSIDERING ENROLLING IN THE COMMAND COLLEGE?**

**A:** At an NTOA/State Association meeting in Salt Lake City, I was intrigued and impressed with the thought process and effort put in by the NTOA and the International Academy of Public Safety for the Command College. It brings the education piece together with the tactical knowledge and experience piece to professionalize our industry. I would highly recommend this program to any team commander or team leader that aspires to improve their skills and abilities as a tactical team commander.

No matter what your experience level, I feel that the Command College is an excellent combination of online learning, residency courses, research papers, excellent reading materials and networking with other Command College attendees from across the country.

If the NTOA is successful in a partnership with a university to apply this program toward a master's degree, then I would say that this is the perfect program for tactical commanders from across the country. I enjoyed the program and look forward to starting the next module and completing all three certifications offered in the NTOA Command College.



### **NTOA ACADEMY: BEEN THERE AND DONE THAT?**

The NTOA Command College isn't just for aspiring leaders, it's also the perfect opportunity for experienced tactical team leaders and commanders to validate the leadership philosophies and tactical concepts that they may already know. Through video lectures, quizzes, discussion forums and writing assignments, you'll be able to demonstrate your knowledge of tactical leadership skills. Seasoned leaders in this program often excel at the assigned tasks, as they have numerous experiences to draw from.

**FIND OUT TODAY IF THE NTOA COMMAND COLLEGE IS RIGHT FOR YOU!**

Visit [ntoa.org/academy](http://ntoa.org/academy) to learn more.