



NORTH Dakota | Highway Patrol

Be Legendary.

Job Title: State Patrol Trooper
Closing Date: July 27, 2025
Salary: \$6,294 to \$7,062 per month depending on experience
Projected Hire Date: January 21, 2026
Location: Statewide

Up to \$3,500 sign-on bonus!

SUMMARY OF WORK

The mission of the North Dakota Highway Patrol is to make a difference every day by providing high-quality law enforcement services to keep North Dakota safe and secure. State troopers are dedicated to saving lives through enforcement and education efforts. We provide for public safety through education, responding to emergencies, protecting people and property, enforcing motor vehicle and criminal laws, and promoting community relations. Opportunities for specialized duties including Reconstructionist, Tactical Response Unit, Armorer, Firearms Instructor, Canine Handler, Motor Carrier Safety Assistance Program (MCSAP) Inspector, or Department Aircraft Pilot. Details on duties and responsibilities of troopers can be found at <https://www.nd.gov/ndhp/careers>.

Recruits who are currently P.O.S.T. certified in North Dakota shall be afforded the option to attend both the Peace Officer Basic Academy and the ND Highway Patrol Academy or defer employment to attend only the ND Highway Patrol Academy in Spring 2026. Out of state licensed peace officers will be required to complete a two-week Reciprocity Course of the ND Basic Law Enforcement Academy before attending the North Dakota Highway Patrol Academy.

- The Highway Patrol Academy will be held at the Law Enforcement Training Academy in Bismarck, North Dakota. Individuals will be furnished room and board at the Law Enforcement Training Academy and will be required to stay there during the week.
- Post Assignments – Statewide post locations will be determined based on the needs of the department. Applicants who receive a Conditional Offer of Employment can accept or reject employment based on the assignment offered.

All candidates who successfully complete probation will earn a \$2,500 bonus, candidates who accept assignment to a Williston or Watford City post will receive an additional \$1,000 sign-on bonus. Current fully vested troopers make up to \$94,416. In addition, we have an excellent benefits package which includes a generous retirement system, life insurance, paid time off in addition to 10 paid holidays, and fully paid family health insurance.

MINIMUM QUALIFICATIONS

- A citizen of the United States for not less than two years.
- Associate degree, we will accept 60 semester credit hours in place of an associate degree; the 60 semester credit hours may be replaced with comparable experience with law enforcement employment or active military service. Education must be from a college or university listed as regionally accredited by the U.S. Dept of Educations Office of Postsecondary Education. To verify accreditation, go to <https://ope.ed.gov/dapip/>.
- Vision correctable to 20/30 or better, normal color vision and depth perception.
- Unrestricted driver's license except for corrective lenses with no revocation or suspension in the last three years.
- Must not have been convicted of a criminal offense that would harm the integrity of the Patrol. The following convictions will disqualify an applicant: felony, domestic violence, Class A misdemeanor within the last five years, Class B misdemeanor within the last three years. Any applicant who fails to disclose driving and criminal background information will be automatically disqualified from further consideration.

ABOUT TEAM ND

"Far and away the best prize life offers is the chance to work hard at work worth doing." - Theodore Roosevelt

More than 7,500 talented, hard-working people across sixty-three agencies have come together as Team North Dakota. At Team ND, we are driven to succeed through gratitude, humility, curiosity and courage. Our purpose is to empower people, improve lives, and inspire success. Join us in being legendary.

Total Rewards: The State of North Dakota is committed to providing team members with a strong and competitive [rewards](#) package that support you, your health and your family.

Considering a new position on Team ND? How does your current position stack up? Use our [Total Rewards Calculator](#) to estimate.

APPLICATION PROCESS

Applications must be submitted online at www.nd.gov/careers by 11:59 PM on July 27, 2025. All applicants must attach and/or upload the following documents:

- Resume
- Proof of POST license, if applicable
- Unofficial College Transcripts
- Applicants claiming Veteran's Preference must upload a legible copy of report of separation DD Form 214 or NGB 22 showing Character of Service.

Those who meet the minimum qualifications will be contacted by email to set up the online Wonderlic test and the online National Police Officer Selection Test (NPOST). Applicants who pass the NPOST and Wonderlic test will be scheduled for a 45-minute in person oral interview between August 11 - 22, 2025.

An intensive background check will be completed on applicants who receive offers. All expenses for medical and psychological tests are paid for by the NDHP. Applicants are responsible for travel, lodging and meal expenses.

Applicants who experience technical difficulties during the application process should contact recruiter@nd.gov or 701.328.3290.

For more information or if you need accommodation or assistance in the application or selection process contact 701-328-2447 or ndhphr@nd.gov.

EQUAL OPPORTUNITY EMPLOYER

The North Dakota Highway Patrol does not discriminate on the basis of race, color, national origin, sex, genetics, religion, age, or disability in employment or the provision of services and complies with the provisions of the North Dakota Human Rights Act.