

Curriculum Vitae

Clinton Smith

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Professional Profile

Accomplished law enforcement and security professional with over 25 years of progressive experience ensuring the safety and security of people, assets, and information. Skilled in conducting complex investigations, managing high-risk incidents, and implementing effective security protocols in diverse environments. Adept at training, mentoring, and developing personnel while fostering accountability and professionalism. Recognized for expertise in internal affairs, emergency vehicle operations, crisis response, and organizational leadership.

Key Competencies

- Criminal & Background Investigations
- Internal Affairs & Policy Compliance
- Crisis & Risk Management
- Emergency Response Planning
- Security & Safety Assessments
- Regulatory Compliance
- Leadership & Team Development
- Training Program Development
- Interviewing & Interrogation Techniques

Professional Experience

The Gumshoe Group, Suisun, CA

Background Investigator | Feb 2025 – Present

- Conduct comprehensive investigations into candidates' suitability for employment, focusing on criminal history, employment verification, and personal references.
- Deliver accurate, thorough, and timely reports to ensure informed hiring decisions.

Alameda County Sheriff's Office, Oakland, CA

Watch Commander | Aug 2020 – Apr 2021

- Supervised patrol operations, ensuring adherence to departmental policies and legal standards.
- Mentored and evaluated officers, providing feedback to strengthen performance and accountability.
- Coordinated incident response and conducted risk assessments to maintain community safety.

Internal Affairs Sergeant | Apr 2016 – Aug 2020

- Directed investigations into allegations against personnel, ensuring impartiality, confidentiality, and compliance with policy.
- Authored detailed investigative reports and presented findings to command staff.
- Researched, drafted, and secured approval for acquisition of rifles, outer carrier vests, and a secure safe, enhancing emergency readiness across a 14-story downtown facility.
- Developed proposal and oversaw installation of soundproofing system, ensuring confidentiality of interviews and sensitive discussions.

Detention and Corrections Training Unit Sergeant | Apr 2013 – Apr 2016

- Designed, coordinated, and delivered training programs for in-service personnel.
- Developed and certified a 40-hour jail training officer course that was adopted by other agencies, expanding regional training capabilities.
- Delivered instruction on ethics, leadership, and officer safety.

Santa Rita Jail Booking Sergeant | Sep 2011 – Apr 2013

- Managed booking operations, ensuring compliance with policies in intake, processing, and release of inmates.
- Supervised jail staff, provided guidance, and maintained operational efficiency.

Field Training Officer, Dublin Police Department (Contract of ACSO) | Aug 2007 – Sep 2011

- Conducted preliminary investigations, gathered statements, and collected evidence in support of criminal cases.
- Trained and evaluated new officers, ensuring readiness and compliance with department standards.
- Provided proactive patrol services to deter and respond to crime, hazards, and suspicious activity.

Leadership Roles & Affiliations

- Deputy Sheriff Association, Executive Board Member | 2016–2018
- Specialized Emergency Response Team (SERT), Team Leader | 2013–2015
- Accreditation Manager, ACSO | 2013–2014
- Urban Shield Assistant Planning Chief | 2015
- Urban Shield Security Lead | 2012–2014

Education & Certifications

- **POST Background Investigator** | Jan 2025
- **Advanced POST Certificate** | Aug 2021
- **CA POST Basic Supervisor Course** | Aug 2011
- Annual Documented Professional Training in Law Enforcement and Security Topics

Specialized Training

- Threat Assessment
- Executive Protection Operations
- Leadership Development Programs
- Building Trust, Rapport, and Influence with Leaders
- Less Lethal Weapons Instruction
- Emergency Vehicle Operations Course (EVOC) Instructor

Additional Information

- Over 12 years of experience as an EVOC Instructor.
- Extensive expertise in investigative interviewing techniques.
- Proven ability to navigate ambiguity and adapt to evolving security and organizational challenges.