



Arlington County, VA

is seeking their next

POLICE CHIEF



ARLINGTON
VIRGINIA





ABOUT THE COUNTY

Arlington County is located in northern Virginia, directly across the Potomac River from Washington, D.C. There are no jurisdictions with overlapping debt or taxing powers. The county's water and sewage systems are operated on a self-supporting basis by the County government.

Arlington's location in the center of the Washington metropolitan region, just five minutes from Washington by car or Metrorail, has made the County a highly desirable business and residential location. Arlington has maintained high-quality residential neighborhoods while supporting well-managed growth. High-density commercial and residential development is focused around Metro stations in the Rosslyn-Ballston corridor and the Richmond Highway corridor, which includes both Pentagon City and Crystal City. Arlington County has an estimated 2020 population of 228,400, an increase of 10 percent over the 2010 population.

Additionally, Arlington is home to an estimated 234,800 jobs, as of January 1, 2020.

Almost all land in Arlington County has been developed. This development consists of extensive single-family residential areas, as well as commercial, office, and multi-family residential structures. Economic activity in Arlington County has historically been closely associated with numerous governmental activities of the Washington Metropolitan region. In 2020 about 20.9 percent (or about 49,000) of the jobs in Arlington County are with the numerous federal, state or local government agencies. In recent years, however, the private employment base, particularly in the service sector, has increased substantially. The 2020 estimates show that professional and technical services (24.3 percent and 57,000 jobs) and other services (22.4 percent and 52,500 jobs) have become the top sectors for for employment in Arlington County.

High technology companies, such as [Amazon](#), have located in Arlington County, as have many major associations and groups, including the Association of the U.S. Army, Navy League of the United States, National Rural Electric Cooperative Association, and American Chemistry Association. Fortune 500 companies also maintain a large presence in Arlington County, with one plus being Arlington's closeness to Washington, D.C., which makes it easier for the companies' representatives to travel a short distance across the bridge to carry out their national lobbying efforts and sales to the U.S. Federal Government.

Arlington has received wide recognition by various publications, sealing top rankings on the following lists:

[2020 Safest Cities Award](#) (by Insurify)

[Arlington Named Top Digital County for 2020](#) (by the Center for Digital Government and National Association of Counties)

[2020 Most Educated Cities Award](#) (by Insurify)

[Best Cities to Live in America](#) (by Niche.com)

[Fittest City in the U.S.](#) (by the American College of Sports Medicine's American Fitness Index 2019)

[Best School Districts in Virginia](#) (by Niche.com)



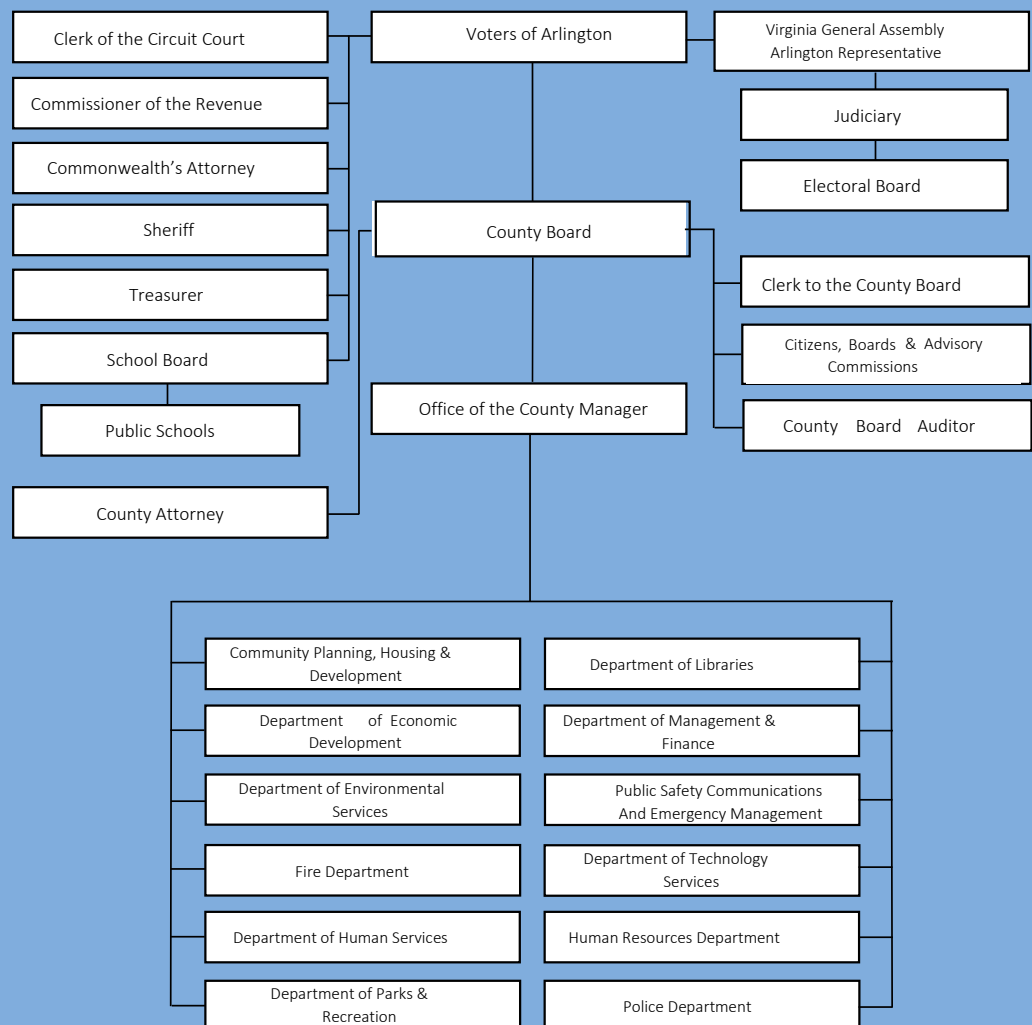
COUNTY GOVERNMENT

The government of Arlington County has been organized according to the County Manager Plan of Government since 1932. Arlington County was the first jurisdiction in the United States to adopt a manager form of government by popular vote. The five members of the County Board are elected at large for staggered, four-year terms. No more than two members are elected at one time. The Chairman of the County Board is elected annually by the members.

The County Board is responsible for several appointments. The County Board appoints a County Manager to serve as the chief executive and administrator of the County. The County Manager serves at the pleasure of the County Board, implements its policies, directs business and administrative procedures, and appoints department directors. Assisting the County Manager are four Deputy County Managers, three Assistant County Managers and the Directors of 12 departments: Fire; Police; Public Safety Communications and Emergency Management; Environmental Services; Human Services; Economic Development; Community Planning, Housing and Development; Parks and Recreation; Management and Finance; Libraries; Human Resources; and

Technology Services. The County Board also appoints an Auditor to complement and augment the County's existing internal auditing program. The auditor, along with an advisory committee, reports directly to the County Board and focuses on tightening financial oversight and deepening program performance review. Finally, the County Board appoints a County Attorney. The County Attorney provides legal services to the County Board, County agencies and personnel, elected County officials, independent County boards and commissions, and the Arlington School Board.

Organization Of Arlington County Government



POLICE DEPARTMENT

Arlington County Police Department (ACPD) is an award-winning, professional organization responsible for the enforcement of Arlington County ordinances and state laws within its limits and the safety and protection of Arlington County residents. Partnering with the community, the ACPD maintains a historically low crime rate and provides top-notch police services by committing to a geographic based philosophy that addresses crime through a shared relationship between residents and officers in the neighborhoods.

ACPD has prioritized 4 organizational commitments:

- Continuously assessing policies and practices re: use of force, crime reporting, emergency response, and crime prevention;

- Maintaining a high level of engagement with and accountability to a community that is growing in both size and diversity;
- Effectively deploying rapidly-changing, sophisticated technology, e.g., a new Records Management System, to improve performance, boost efficiency, and increase transparency; and
- Addressing the increasingly organized, global and digital challenges associated with criminal activities and networks to address organized crime, cybercrime, terrorism, trafficking activities and other offenses.

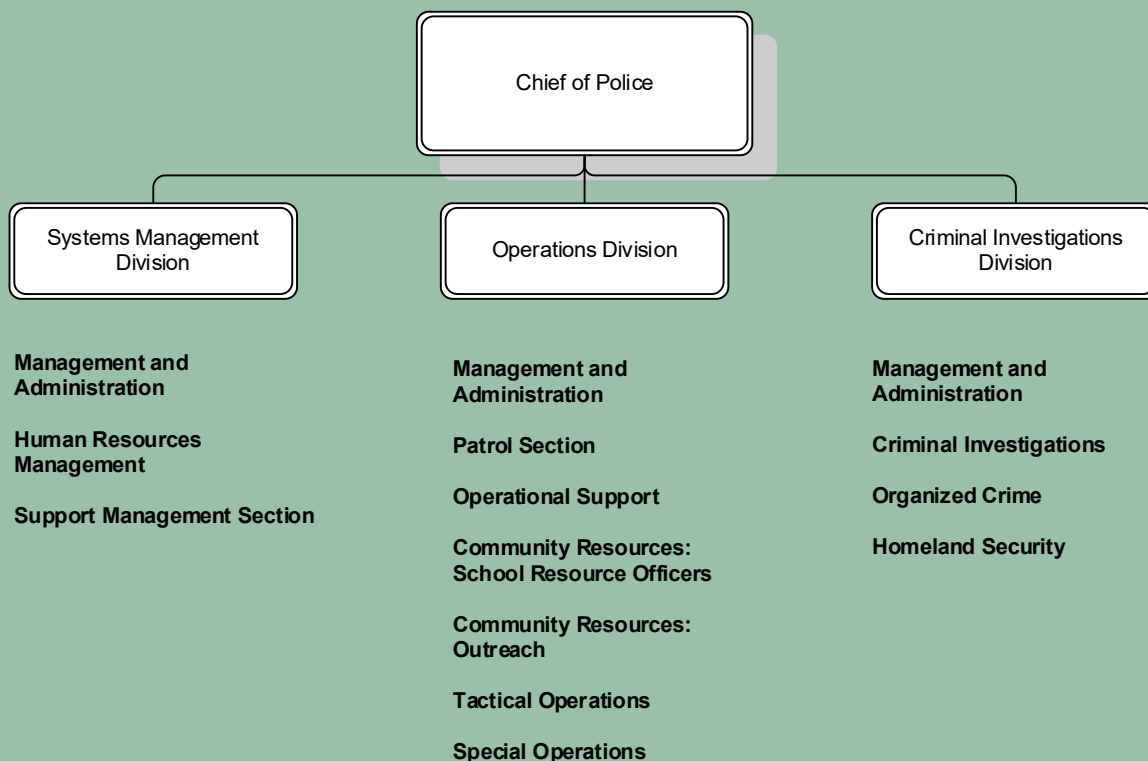
ACPD BY THE NUMBERS:

Budget: **\$72.3** million

Employees: **460**

Sworn personnel: **360**

Organization Of Arlington County Police Department



IDEAL CANDIDATE

The ideal candidate will have progressed through the ranks of a municipal police department and have considerable experience in a senior command role. The Chief will have a supportive and motivating leadership style that engenders team building and fosters cooperative relationships between all divisions throughout the department and with County leadership, the County Board and the community.

The ideal candidate must also:

- Be a progressive leader who understands modern law enforcement and emergency preparedness strategies and techniques
 - Practice accountability and stewardship and instill pride and confidence in staff
 - Be accessible, approachable, open minded, flexible, visible, engaging and genuinely care about department members
 - Value and embrace change, technology, process improvement and innovation
 - Be committed to attracting, retaining and engaging a diverse workforce
- Engender trust and credibility where “actions match words”
 - Be an effective communicator with strong interpersonal skills
 - Be capable of setting and communicating a strategic vision for the department and community
 - Mentor and value professional development and foster a work environment that motivates individuals to excel in their areas of responsibility and to meet the high expectations of the organization and community
 - Collaborate and demonstrate an ability to build rapport with elected officials, peers, community representatives, County leadership and department staff
 - Believe in and instill a philosophy of leadership consciousness that values a positive working influence within the community with the ability to build and maintain public trust
 - Have a record of ethical and professional conduct that can withstand intense public scrutiny

EDUCATION AND EXPERIENCE



At a minimum, the ideal candidate will have a Bachelor's degree in Police Science, Criminal Justice, Public Administration or related area, plus significant senior command experience with a strong record of achievement in a full-service municipal or highly urbanized law enforcement agency. Extensive background in police administration and management should be coupled with broad technical and operational experiences. The successful candidate should also be a well-respected, experienced law enforcement leader who is well-versed in the latest law-enforcement techniques with a history of collaborating with internal and external organizations to provide the highest level of proactive law enforcement that protects and serves the residents of Arlington County.

COMPENSATION

The Chief of Police salary range is negotiable to \$245,710.40. Starting salary will depend upon the qualifications and experience of the candidate selected. This position is in Arlington's Executive Management Accountability Program (EMAP), in which Senior Executives are eligible for a negotiated salary/benefits package and evaluated and compensated based on a performance agreement linked to the County Management Plan, results achieved, and a multi-rater appraisal.

As an Employer of Choice, Arlington County offers a generous benefit package telework policy, and family-friendly work environment. For additional benefits information [click here](#).



Special Requirements

A comprehensive reference/background check will be completed, and employment will be contingent upon successful completion.

Completion of the Commonwealth of Virginia Statement of Economic Interest form will be required of the successful candidate upon hire and annually thereafter.



TO APPLY

If you are interested in this opportunity, please submit a cover letter detailing your experience and resume to ArlingtonCo_Police_Chief@polihire.com. To assist with internal sorting, please only include your name (Last, First) in the subject line. Interested individuals are encouraged to apply as soon as possible. Applications will be reviewed as received. This position is open until filled.

POLIHIRE®

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