



JOB ANNOUNCEMENT BROOKLINE, MASSACHUSETTS POLICE CHIEF

The Town of Brookline seeks highly qualified applicants for the position of Police Chief. With a population of 63,191 within six square miles, Brookline is a diverse and vibrant community bordered on three sides by Boston. It is known for its beautiful green spaces, excellent public schools, progressive social and political culture, and a distinctive mix of urban, suburban, commercial, and residential areas. Brookline is an urban area with a small-town character, whose residents value their interconnectedness.

Town Government

Brookline is governed by a five-person executive body referred to as the Select Board who, with an appointed Town Administrator, are committed to maintaining an inclusive and progressive approach to policing. The Police Chief is appointed by the Town's Select Board with recommendation from its Town Administrator, to whom the Chief is a direct report. The Board effectively operates as the Town's Police Commissioners with daily administrative supervision from the Town Administrator. As chief executive officer of the Department, the Chief is the departmental authority in all matters of policy and operations.

The Police Department

The [Brookline Police Department](#) (BPD) currently has an authorized strength of 135 sworn officers, and 42 full-time and 20 part-time professional staff members. The department currently has 15 officer vacancies and is in the process of hiring and training 7 new officers. With a budget of \$17.4 million, BPD currently operates with one chief, one superintendent, four deputy superintendents, 11 lieutenants, 16 sergeants, 102 police officers and 16 professional dispatchers. Officers are currently selected and promoted through the rank of lieutenant through the Massachusetts Civil Service System. Officers and sergeants are represented by the Brookline Police Association (International Brotherhood of Police Officers).

The Ideal Candidate for Police Chief

The Town of Brookline is seeking a proven leader with exceptional management, interpersonal, and communication skills and demonstrated experience in developing and maintaining effective working relationships with government officials, community and civic groups (including private-sector partners), and police department employees. Experience working in an urban police setting in a labor relations environment is highly preferred. Under the administrative direction of the Town Administrator, the successful candidate will be expected to expand upon the innovative policing practices and community engagement efforts of the department, and to have a proven track record of openness, transparency and working with diverse communities. The new chief must be

well versed in best practices in policing and have the ability to work collaboratively as a part of the town's management team in addressing issues of public safety in an inclusive, democratic governing environment.

The position requires a bachelor's degree. A master's degree in criminal justice, police administration, business administration, or related field is strongly preferred. Ten years of progressively responsible police experience is required, five of which shall have been in a supervisory capacity. An equivalent combination of education and experience that provides the necessary knowledge, skills and abilities to perform the job will be considered. Additional specialized leadership education, such as the Senior Management Institute for Police (SMIP) and the FBI National Academy, is desirable

Compensation

The salary range for base pay is \$146,500 to \$172,500, depending on qualifications, plus an educational incentive of up to 30% of salary. The Town offers an excellent benefits package, including participation in the state sponsored defined benefit pension plan, strong health insurance coverage (83% contribution rate) and a 457 deferred compensation plan. Massachusetts municipal and other jurisdictions do not participate in the Social Security system. The Town will pay reasonable relocation expenses. The Chief is not required to live within the Town of Brookline. Once appointed, the Chief must obtain police certification in the Commonwealth of Massachusetts.

How To Apply

The Police Executive Research Forum (PERF) is assisting the town in the selection process. For questions about this position, contact Charlotte Lansinger at 301-639-3020 or email BrooklinePC@policeforum.org. The position is open until filled. Qualified candidates may apply in confidence. For immediate consideration, candidates should send a cover letter, résumé, and the names and contact information for five references by January 10, 2022 to: BrooklinePC@policeforum.org.

More information is available about this position at:

[Brookline.pdf \(policeforum.org\)](#)

The Town of Brookline is an Equal Opportunity Employer and is dedicated to maintaining a diverse workforce.