

SALARY:
\$88.84 - \$107.98 / Hour

OPENING DATE: 11/5/25

CLOSING DATE: 12/3/25

THE POSITION:

Under administrative direction of the City Manager, directs all the activities of the Police Department. Work involves planning, budgeting, direction, and supervision, through subordinates of all operations, functions, and activities directed to the enforcement of law, prevention of crime, and protection of life and property; and performs other work as required.

REPRESENTATIVE DUTIES:

For a full job description, please click [here](#).

HOW TO APPLY: A **COMPLETED CITY APPLICATION** and **SUPPLEMENTAL QUESTIONNAIRE** which comprehensively documents rank and job assignments must be received by the Human Resources Department by the filing deadline of December 3, 2025, by 1:00 p.m. The application is available online. Resumes **WILL NOT** be accepted in lieu of the **COMPLETED** application.

MINIMUM QUALIFICATIONS:

- A Bachelor's Degree in Public Administration, Business, Criminal Justice, or related field; **AND**
- Five (5) years of increasingly advanced law enforcement experience, in a senior management capacity preferably in a large metropolitan law enforcement department of similar complexity including three (3) years in a police management position; **AND**
- Sworn Law Enforcement Officer in the State of California or eligible to be a Sworn Law Enforcement Officer in the State of California.
- Possession of a valid California Class "C" drivers' license.
- Possession of a P.O.S.T. Management Certificate.
- Must be able to pass a P.O.S.T. background check.

HIGHLY DESIRABLE:

Master's Degree in a related field.

Completion of Police Executive Leadership Institute (PELI), Police Executive Research Forum (PERF), Senior Management Institute for Policing, P.O.S.T. Command College, California Police Chief's Association (CPCA) Executive Leadership Institute, or F.B.I. National Academy.
Possession of a P.O.S.T. Executive Certificate.

OTHER MINIMUM QUALIFICATIONS: As listed in the full job description link above.

EXAMINATION (Weighted: 100%) Week of December 15th, 2025 (Tentative): An appraisal will be made of the applicant's experience, education, training, certification, knowledge, skills, abilities, and personal qualifications for the position. A minimum passing score of 70% is required.

NOTE: Admission to the Examination may be limited to those applicants who demonstrate the best combination of qualifications. Applicants possessing the minimum qualifications are not guaranteed admittance to the Examination. Employment applications must be properly completed in accordance with the instructions on the face of the application form. All pertinent information needed to determine that the applicant meets the minimum qualifications must be shown on the application and supplemental questionnaire; otherwise, the application may be rejected. NOTE: POSTMARKS will not be accepted; resumes will NOT be accepted in lieu of a COMPLETED application.



1. Do you possess a Bachelor's Degree in Public Administration, Business, Criminal Justice, or a related field?

☐ Yes ☐ No

2. How many years of increasingly advanced law enforcement experience, in a senior management capacity preferably in a large metropolitan law enforcement department of similar complexity, do you possess?

☐ 5 years or more
☐ 3 – 4 years
☐ 1 – 2 years
☐ None

3. Briefly explain your work history and dates for the level of experience selected in question #2.

4. How many years in a police management position do you possess?

☐ 5 years or more
☐ 3 – 4 years
☐ 1 – 2 years
☐ None

5. Briefly explain your work history and dates for the level of experience selected in question #4.

6. Are you a current Sworn Law Enforcement Officer in the State of California or eligible to be a Sworn Law Enforcement Officer in the State of California?

☐ Yes ☐ No

7. Do you possess a valid drivers' license?

☐ Yes ☐ No

8. Do you possess a P.O.S.T. Management Certificate? If your answer is yes, please attach a copy of the certificate to this application.

☐ Yes ☐ No

9. Explain how you meet the "Highly Desirable" qualifications.

10. I understand that if I provide an email address on my application, all future correspondence for this recruitment will be via e-mail. Please keep your contact information up-to-date and ensure that your e-mail spam filter allows you to receive e-mail messages from AdmHrs@bakersfieldcity.us.

☐ Yes ☐ No

11. I understand that I must submit my **COMPLETED application, supplemental questionnaire, AND required transcripts/certificate(s)** to the Human Resources Office, 1600 Truxtun Avenue, 1st Floor, Bakersfield, CA 93301 uploaded on-line, or submitted via email to AdmHrs@bakersfieldcity.us, by the application deadline in order to have my application accepted. Supplemental documents must reference the recruitment name and number (i.e., Police Chief #02384) and be submitted to the attention of Asia Wofford. Resumes will not be accepted in lieu of a completed application.

****Note:** A separate supplemental document is not necessary; responses can also be submitted online.

☐ Yes ☐ No

All questions are required