

## **Chief of Police**

### **Clemson University, South Carolina**

Clemson University is seeking an experienced, collaborative, and engaging Chief of Police to lead the Clemson University Police Department in the Department of Public Safety. The Chief of Police will play a pivotal role in ensuring overall campus safety and this individual will provide leadership in public safety strategies, law enforcement and emergency response, while fostering positive relationships between the police department and the campus community.

The Clemson University Police Department (CUPD) collaborates with university partners to create and foster a safe, secure campus through education, community service and strategic enforcement. CUPD utilizes innovative technology, specialized training, community policing strategies and strong partnerships to enhance the university's living and learning environment. For more information on CUPD, visit the website.

The Department of Public Safety (DPS) is responsible for ensuring the safety and security of the Clemson University community, including students, faculty, staff, and visitors. The department encompasses various units, including law enforcement, fire, and emergency management and Tiger One involving safety technology systems. DPS plays a vital role in maintaining a safe and secure environment for all members of the University community, contributing to the overall well-being and success of Clemson University. For more information on Clemson's DPS, visit the website.

Responsibilities include:

- **Law Enforcement Management:** Responsible for planning, direction, supervision and evaluation of all activities within the CUPD. Supports the authority to draft, revise, and recommend written agency directives, subject to review and final approval by the AVP for Public Safety. Provides coordination and supervision of the deployment of staff and Department training at all levels. Arranges for proper response and decisions regarding critical incidents, including bomb threats. Develops, reviews, and updates critical incident response plans and serves as part of the Unified Command during critical incidents.
- **Special Event Management:** Assumes and directs law enforcement activities at all special events on campus.
- **Attendance at all home football games and major events is required.**
- **Personnel Management:** Initiates and oversees the selection process of all new employees, promotions, terminations, progressive discipline, annual performance reviews, and coordinates the grievance process.

- **Collaboration:** Collaborates with other divisions within the Department of Public Safety to ensure a coordinated approach to campus safety, crime prevention and emergency planning.
- **Community Outreach:** Represents the Department on University Boards and Committees; oversees the community outreach efforts of the Department.

## **Qualifications**

### **Minimum Qualifications:**

- Bachelor's degree in criminal justice, political science, public administration or related field, or equivalent combination of education and experience is required.
- Extensive experience with the principals of modern crime prevention, knowledge of criminal investigative techniques and rules of evidence. Ability to obtain secret clearance to attend security briefings within 12 months of hire.
- Must be able to pass medical and psychological testing and background check. No conviction record for a felony or crime of moral turpitude or domestic violence.
- Minimum 12 years of progressively responsible law enforcement experience with substantial experience leading and managing a full-service law enforcement organization.
- Knowledge of ICS and NIMS protocols.
- Licenses and Certifications: Current peace officer certification required with the ability to obtain South Carolina certification within 12 months of hire. Valid driver's license required upon hire and must obtain a valid driver's license.

### **Preferred Qualifications:**

- Master's degree in criminal justice, political science, public administration or related field, or equivalent combination of education and experience.
- Knowledge of CALEA accreditation standards and accreditation process.
- Knowledge of best practices in university policing.
- Knowledge of effective community engagement strategies in a diverse community.
- Strategic or long-range planning experience.
- Knowledge of the Clery Act requirements pertaining to crime reporting and notifications.
- Experience with major event security planning.
- Effective communication and team building skills.
- Decisive decision maker and problem solver.
- FBI National Academy, IACLEA, SPI or similar police executive leadership program completion desired.

### **Anticipated Salary Range:**

Salary is dependent upon several factors including, but not limited to, a candidate's previous experience, knowledge, skills and performance in accordance with Clemson's compensation guidelines.

### **Application Instructions**

Applications and nominations will be accepted until a new Chief of Police is selected. Interested parties must apply electronically via Interfolio and submit a cover letter, resume, and contact information for five references by May 4th, 2025, to ensure full consideration.

For nominations or questions regarding this position, please email Brennan Ledford, Executive Talent Partner at [bnhaski@clemson.edu](mailto:bnhaski@clemson.edu).

### **Application Instructions**

**For more information and to apply, visit <https://apptrkr.com/6053764>**

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