



TOWNSHIP OF FERGUSON, PENNSYLVANIA

CHIEF OF POLICE

Ferguson Township, PA, population of 19,309, seeks a progressive, innovative, and collaborative, professional with proven managerial, communication, and customer service skills to serve as the Township's next Chief of Police. The incumbent is retiring after serving as a member of the department for thirty years, with the last five years as the agency's Chief of Police. The Chief of Police is appointed by and reports to the Township Manager. Ferguson Township is a Home Rule Municipality in the Centre Region and is located at the southern edge of Centre County adjacent to the Borough of State College, and home to The Pennsylvania State University (Penn State). The Township encompasses an area of approximately 50 square miles.

The Township is a home rule community and one of six municipalities that voluntarily participates in the Centre Region Council of Governments, the oldest COG in the Commonwealth. The Township is a blend of suburban and rural character, enjoying all the amenities offered by a major university while retaining the rural charm of its many acres of beautiful farmland and public open space. The Township of Ferguson prides itself on its 50-year history of regional cooperation, extensive park system, strong financial position, and notable activities related to environmental sustainability.

The Ferguson Township Police Department is staffed by 22 sworn police officers, 2 full-time Administrative Personnel, a part-time Ordinance Enforcement Officer and 2 part-time Crossing Guards. Officers, Corporals and Sergeants are represented by the Fraternal Order of Police collective bargaining unit. The Police Department works collaboratively with other Centre Region law enforcement agencies, including Patton Township, State College Borough, and Penn State University police departments. In furtherance of its goal of providing a safe community, the FTPD participates in a Regional Drug Task Force coordinated by the Pennsylvania Bureau of Narcotics Investigations, as well as Crisis Negotiation, Intervention and Tactical Response Teams.

The Department is currently an accredited agency with the Pennsylvania Law Enforcement Accreditation Program sponsored by the Pennsylvania Police Chiefs Association.

Successful candidates must have an outgoing personality and be approachable and accessible to residents, visitors, business, and governmental leaders. The next Chief of Police must be open and available to all Police Department staff and Township employees, welcoming partnerships within Township government and with external stakeholders. Candidates must be committed to training, professional development, and community engagement.

Candidate Qualifications

- Bachelor's degree in a closely related field is required and executive management certificates including the FBI National Academy, Northwestern University Center for Public Safety, PERF's Senior Management Institute for Police (SMIP), or other similar State and/or National programs

are highly desirable. A Master's Degree in Criminal Justice, Law Enforcement and Justice Administration, Business Administration, Public Administration, or a related field is preferred.

- A minimum of 5 years of progressive responsible law enforcement management experience in a Command position equivalent to Lieutenant, Captain, Commander, Deputy Chief, or Chief in a township, county, municipal, state, or federal law enforcement agency of similar size.
- Candidates must have Municipal Police Officer Education and Training Commission (MPOETC) and Pennsylvania ACT 120 certifications or be able to acquire certification within one year.
- Must possess or be able to obtain a valid Pennsylvania driver's license.
- An equitable balance of administrative and operational law enforcement experience.
- Must be committed to Diversity, Equity, and Inclusion practices, with demonstrated experience in cross cultural communication and engagement with diverse individuals and groups.
- A pro-active and excellent communicator willing to reach out to and develop positive relationships and partnerships with diverse groups and individuals.
- Possess excellent communications skills and have experience in public and media relations.
- Labor relations/Collective bargaining experience.
- Must be a team and relationship builder.
- Must embrace and practice the principles of community policing and knowledgeable of best practices.
- Must be a leader who can apply policies fairly and uniformly for all members of the Department.
- The Chief of Police is expected to have excellent financial management skills.
- The Chief of Police is expected to be a strategic thinker, anticipating issues or trends and must be open to new approaches and technologies while also thinking beyond the walls of the Police Department, understanding the needs of the Township as a whole and of the region's public safety community.

The annual salary range for this position is \$100,478 - \$135,646 DOQ. The Township of Ferguson also offers an attractive benefits package.

Interested professionals should apply **Online Only** by September 23, 2022 with resume, cover letter and contact information for five work-related professional references www.govHRJobs.com to the attention of Charlene Stevens, Senior Vice President and Louis Rossi, Vice President, GovHR USA, 630 Dundee Road, #225, Northbrook, Illinois 60062, (847) 380-3240. Ferguson Township is an equal opportunity employer and encourages diverse candidates.