



# **TOWN OF HAMDEN**

## **PERSONNEL/CIVIL SERVICE DEPARTMENT**

**Hamden Government Center  
2750 Dixwell Ave  
Hamden, CT 06518  
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[www.hamden.com](http://www.hamden.com)**

**Brigitte Cogswell**  
*Director of Personnel*

### **CHIEF OF POLICE JOB POSTING**

The Town of Hamden is seeking a highly qualified, self-motivated, goal-oriented Chief of Police. The Chief of Police is required to plan, direct, and review the activities and operations of the Hamden Police Department. The Chief of Police is responsible for the overall protection of lives and property in the Town of Hamden through the supervision of all police functions.

The Chief of Police will provide leadership and guidance for the preservation of public peace, prevention of crime, apprehension of criminals, and regulation of traffic in accordance with the Laws of the State and the Ordinances of the Town. The Chief of Police will actively engage in the pursuit of public trust through building a department that focuses on trauma-informed policing. The ideal candidate will have the ability and motivation to lead the department with passion, adaptability, and creativity, have excellent conflict resolution skills as well as the ability to make decisions based on fact and merit.

#### **Requirements:**

Successful candidates for this position will possess a minimum of (10) ten years of experience as a police officer or an equivalent position, including at least (5) years progressively responsible experience in supervision and management at the Lieutenant rank or equivalent position. A Bachelor's degree in law enforcement, police administration, or related field or an equivalent combination of education and experience which provides the skills and abilities necessary to perform the job. Additional specialized advanced training such as FBI National Academy and the Chief Executive Offices training programs are highly desirable. The successful applicant must pass a background investigation, medical, psychological, and drug screening, polygraph and must be a United States Citizen. Connecticut Police Officer Standards and Training Council (POST) certified or eligible for comparative certification by POST.

Copies of the full job descriptions and applications can be found on the Town of Hamden website ([www.hamden.com](http://www.hamden.com)) and are available in the Hamden Personnel Office daily from 8:30am to 4:30pm.

**Interested candidates should send resumes, and completed applications to the Personnel Office, Hamden Government Center, 2750 Dixwell Avenue, Hamden, CT 06518. The position will remain open until filled.**

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**TOWN OF HAMDEN**  
Chief of Police  
Mayoral Appointment

Non-Classified/Non-Competitive  
Unit

Non-Bargaining

Department: Hamden Police Department  
DOQ

Salary:

**POSITION DEFINITION:**

Under the general management of the Mayor and Police Commission, the Chief of Police is required to plan, direct, and review the activities and operations of the Hamden Police Department. The Chief of Police is responsible for the overall protection of lives and property in the Town of Hamden through the supervision of all police functions. The Chief of Police will provide leadership and guidance for the preservation of the public peace, prevention of crime, apprehension of criminals and regulation of traffic in accordance with the Laws of the State and the Ordinances of the Town. The Chief of Police will actively engage in the pursuit of public trust through building a department that focuses on trauma informed policing. The Chief of Police works under the oversight of the Mayor and the Board of Police Commissioners who reviews work for conformance with policy. The Chief of Police supervises all civilian and certified personnel assigned to the Hamden Police Department, including Animal Control.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- The Police Chief, under the general supervision of the Mayor and the Police Commission, oversees and directs all activities of the Police Department for the Town of Hamden and for surrounding areas in certain mutual aid circumstances.
- Provides for the selection, training, professional development, and work evaluation of department staff; authorizes discipline as required; provides policy guidance and interpretation to staff; ensures that laws, ordinances, and policies are consistently enforced.
- In consultation with the Police Commission, and with the assistance of subordinate officers, contributes to the overall quality of the department's service by developing, reviewing, and implementing policies and procedures to meet legal requirements and town needs.
- Plans and directs activities of the department including training and management of personnel, community-oriented policing, patrolling of public areas, the arrest of law violators, the investigation of law violations, juvenile work, and traffic control.
- Ensure departmental compliance with federal, state, and local laws, case law, and regulations relating to law enforcement and criminal justice methods and practices.
- Appraises work performance and takes necessary steps to improve police operations.
- Creates and implements systems to ensure the proper maintenance and destruction of police records.
- Ensures civilian complaints are addressed and works with the Police Commission.
- Collaborates with other town departments on existing and new public-safety initiatives to ensure a comprehensive approach to crime prevention and reduction.
- Plan and oversee the execution of short- and long-term goals and objectives for the department.

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- Responsible for all fiscal management of the Hamden Police Department including, but not limited to; the preparation of the annual departmental budget, all departmental grants, departmental capital funds and any related departmental projects.
- Participates in negotiations with employee organizations, enforces union contracts, and evaluates employee performance.
- Advises the Mayor on public safety and Homeland Security issues.

**MINIMUM QUALIFICATION REQUIRED:**

- Demonstrated comprehensive working knowledge of current operational principles and practices of modern police administration serving a diverse population.
- Requires minimum of (10) years of experience as a police officer, or an equivalent position, including at least five (5) years progressively responsible experience in supervision and management at the Lieutenant rank or equivalent position.
- Bachelor's degree in law enforcement, police administration or related field or an equivalent combination of education and experience which provides the skills and abilities necessary to perform the job.
- Additional specialized advanced training such as the FBI National Academy and the Chief Executive Offices training programs are highly desirable.
- The successful applicant must pass a background investigation, medical, psychological and drug screening, polygraph and must be a United States citizen.
- Connecticut Police Officer Standards and Training Council (POST) certified or eligible for comparative certification by POST.

**KNOWLEDGE, SKILLS AND ABILITIES:**

The ideal candidate will have the ability and motivation to lead the department with passion, adaptability, and creativity. The next Chief will have excellent conflict resolution skills as well as the ability to make decisions based on fact and merit. The next police chief should be a model of integrity, honesty, humility, equity and compassion to the department and the community.

- Knowledge of all applicable provisions of Federal, State, and local laws, including Constitutional provisions, Connecticut general statutes, the Connecticut penal code, government and agency regulations, executive orders, and court procedures.
- Knowledge of public safety and security with an emphasis on best practices in law enforcement, crime prevention and public safety including the use of weapons and force.
- Management skills to manage staff with an appreciation for diverse backgrounds and perspectives to ensure a welcoming atmosphere in the department. A commitment to and a willingness to recruit, hire, promote and prioritize racial, gender (including non-binary) equity in the Department culture. Ability to inspire and motivate staff to develop and grow and to supervise and manage confidently and effectively.
- A commitment to equitability serving and working with all spectrums of a multi-racial, multi-cultural, multi religious and socioeconomically diverse community. Willingness to shape police services that provide equal and respectful treatment to all in the community.
- The desire to be transparent and assessable, with excellent communication skills, good judgment, and a strong professional presence.

Note: The above description is illustrative of the tasks and responsibilities. It is not meant to be all inclusive of every task and responsibility. Reasonable accommodations may be made to enable individuals with disabilities to perform essential duties.

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