



Chief of Police – City of Somerville, MA

Somerville, MA—Chief of Police (Pop. 81,045) The City under the leadership of Mayor Katjana Ballantyne is seeking an experienced law enforcement executive to lead and help shape the future of the Somerville Police Department as its new Chief. The ideal candidate will work collaboratively to implement and advance the City’s Public Safety for All initiative and must have an established track record of ethical and effective leadership and management.

The Chief of Police is responsible for overseeing a staff of 127 sworn officers and 32 civilian personnel in a department that comprises three stations, Headquarters, an East Sub Station, and a West Sub Station. The divisions within the Police Department are Crime Analysis, Detective Bureau, Patrol, Special Operations, Professional Standards, and Traffic. The Community Outreach, Help and Recovery (COHR) unit is Somerville Police Department’s in-house program created to aid with assessment, referral, and diversion to alternatives to arrest, as well as pre- and post- adjudication planning for individuals impacted by behavioral health issues.

The next Chief must be a highly experienced, innovative, and engaging law enforcement professional who will embrace the values of equity, transparency, and accountability. The City is seeking a collaborative, transformational leader with proven executive experience and strong interpersonal skills. The ideal candidate is a forward-thinking, progressive leader with a demonstrated commitment to community-oriented service and engagement at all levels. The next Chief will have a history of leadership that demonstrates a belief in anti-racism. The Chief must have a commitment to reimagining and transforming policing.

Competitive candidates will possess the following attributes:

- The next Chief of Police will be committed to modeling the Police Department's and City's dedication to racial and social justice per the Public Safety for All initiative.
- A firm grasp of municipal law enforcement methods and best practices and the willingness to adapt to evolving standards and practices in accordance with community needs and expectations.
- Ability to develop and maintain positive relationships with elected officials, business and community leaders, advisory boards, the news media, and the community.
- Proven ability to establish strategic planning goals.
- Respected mentor skilled in identifying, developing, motivating, and collaborating with high-quality staff to achieve effective and efficient service delivery.
- Ability to attract, support, and retain a diverse staff of sworn and civilian staff that reflects the community.
- Leads as a positive role model for customer service, ethical behavior, transparency, dispute resolution, and problem-solving, fostering a culture that values and respects all members of the team and the community.

PRIMARY RESPONSIBILITIES

- Oversees all aspects of the administration and operation of the Somerville Police Department.
- Ensures the department provides courteous, high-quality customer service to the community and City department staff.
- Coordinates municipal law enforcement activities with those of other agencies, neighboring communities, and regional entities.
- Establishes and maintains mutually productive working relationships with residents, community/business groups, and other criminal justice organizations.
- Develops and submits the budget for the Police Department; originates and implements organization and staffing patterns to effectively address operational needs.

QUALIFICATIONS

- A bachelor's degree in police science, criminal justice, sociology, psychology, public administration, or a similar field.
- A minimum of fifteen (15) years of law enforcement experience and five (5) years of progressively responsible supervisory and leadership experience in a command level position of Captain or higher rank in a similar sized agency.
- Professional training such as the FBI National Academy, Southern Police Institute, Senior Management Institute for Police, Northwestern Center for Public Safety, or similar is preferred.
- Comprehensive understanding of the various divisions and operations within an urban police department.
- Experience delivering and coordinating multi-modal traffic safety services.
- Training in and proven capabilities for emergency response and crisis management.
- Proven ability to effectively coordinate public safety for large community events.
- Experience providing comprehensive and effective ongoing officer training in areas such as de-escalation, anti-bias, and evolving best practices.
- Experience of successful leadership in a union setting.
- Satisfy all requirements set forth by the Massachusetts Peace Officer Standards and Training Commission for certification as a Police Officer in the Commonwealth of Massachusetts.
- Possess a valid Massachusetts driver's license.

SALARY & BENEFITS

The salary for the position starts at \$225,000. The City of Somerville offers a comprehensive benefits package including health, dental, and vision insurance, paid time off, group life insurance, participation in the Massachusetts Retirement System, and much more.

ABOUT SOMERVILLE

Somerville is a mid-sized city with a diverse population of 81,000 located directly to the northwest of Boston, and north of Cambridge, in Middlesex County, Massachusetts. It is located on the west bank of the Mystic River. In 2006, the city was named the best-run city in Massachusetts by The Boston Globe.^[3] In 1972, 2009, and 2015, the city received the All-America City Award. It is home to Tufts University, which has its campus along the Somerville and Medford border. Thriving business districts, densely populated residential neighborhoods, actively used public parks, and a multi-modal transportation network, including highly used pedestrian and cycling infrastructure, are found within its 4.1 square miles. Somerville is bordered by Cambridge, Medford, Everett, and Arlington and the Boston neighborhood of Charlestown.

HOW TO APPLY

Submit your resume, cover letter, and contact information for 5 professional references by **May 19, 2023**, at www.GovHRjobs.com. **Electronic submissions are required.** Telephone inquiries may be directed to **Jon Fehlman, Senior Vice President at 615-692-9264, Rachel Glisper, Vice President at 339-222-6963, or Peter Carnes, Vice President at 508-269-4399.**

The City of Somerville is an affirmative action/equal opportunity employer and does not discriminate on the basis of race, color, sex, religion, age, national origin, disability or any other protected category. Women, minorities, veterans, and persons with disabilities are encouraged to apply.