
JOB TITLE: Chief of Police
AGENCY: City of Cherry Hills Village
LOCATION: Cherry Hills Village, CO
FILING DEADLINE: February 18, 2022
SALARY RANGE: \$119,839 – \$175,013 Annually

The Position

Appointed by and working under the general direction of the City Manager, the Chief of Police is responsible for overall management of the Police Department. The Chief of Police provides direction to assure compliance with federal, state, and local regulations. The Chief of Police also provides leadership and direction to meet City goals and to coordinate with other departments, agencies, boards, commissions, and the public. The Chief of Police is a member of the city management team with responsibilities for establishing and overseeing programs and policies that affect multiple departments and the city as a whole.

Essential Job Functions

- Supervision – Serve as a direct supervisor to administrative police staff, including providing timely and accurate feedback regarding performance, coaching, and discipline, as well as the leader of the Police Department.
- Administrative Tasks – Perform a variety of tasks, including emailing, creating statistical reports, online research, internal and external correspondence, and departmental policy creation and management.
- Communication – Communicate information effectively while transmitting on the radio, over the phone, in writing, or in person.
- Dealing with Highly Stressful and Potentially Dangerous Situations – Exercise sound judgment in dealing with critical situations. Maintaining calm in highly stressful or dangerous situations. Providing appropriate leadership to the department and the public.
- Driving – Safely operating a law enforcement or other City vehicle in routine and emergency situations.
- Policing – Assisting with patrol duties in emergency situations or while on ride-along with patrol personnel.

The Ideal Candidate

The next Chief will value the high level of service the city departments provide to the residents of Cherry Hills Village. The next Chief will be visible within the ranks of the department, out in the community, responsive and sensitive to the community's needs. The ideal Chief leads by example, is transparent and an engaging team-builder who can lead a professional law enforcement agency engaged in proactive community-policing. The successful Chief will have excellent communication and interpersonal skills necessary to build positive working relationships and professional partnerships, and be a collaborative, inclusive, and ethical leader. The City's Chief of Police should be accessible to all, relate well to the rank and file, lead with fairness, and embrace workforce diversity in recruiting and hiring. The successful Chief will provide consistent, honest, and proactive communication up and down the chain-of-command. The successful Chief will be a champion of outreach into the community and able to cultivate successful relationships with community groups and civic leaders as well as neighborhood groups and associations. The ideal candidate should be apolitical, yet politically savvy. The next Chief will work closely with the City Manager, city management team, Mayor and City Council.

Key Attributes and Characteristics

- A steadfast leader who can serve with empathy and compassion.
- A leader who will set the example, has a presence and is visible.
- Understand and be conscientious of community perception and needs. Be an example to others by being accountable, setting a positive example, and setting a high standard of professional and personal integrity.
- Excellent communication and interpersonal skills; possesses humility, is honest, and cares about their community and the people he/she leads.
- A compassionate manager that provides staff support, including both physical and mental health, takes an interest in employee growth, and development and mentoring.
- The ability to collaborate and build consensus and partnerships with outside agencies.
- A law enforcement leader who understands the dynamics and culture of cities like Cherry Hills Village and strives to achieve the city's long-term vision for its Police Department.

The Community

A well-maintained residential oasis surrounded by a thriving metropolis, the City of Cherry Hills Village, Colorado is an affluent community of approximately 6,000 residents within 6.5 square miles of Arapahoe County just south of Denver.

For more details about this opportunity, please visit the job brochure at:

<https://koffassociates.com/wp-content/uploads/2021/12/Cherry-Hills-Village-CO-Police-Chief-Brochure-Final.pdf>

To be considered, please submit a resume, cover letter, and five work-related references at:

<https://koffassociates.com/police-chief-3/>

For additional information, please contact:

Gary Palmer at (510) 345-3954 or gpalmer@koffassociates.com

OR

Frank Rojas at (510) 495-0448 or frojas@koffassociates.com

Website: <https://koffassociates.com>