

Superintendent of Police Chicago, IL

A national search is underway to attract an effective, forward-thinking, community-minded individual to serve as the next Superintendent of the Chicago Police Department. This position offers an extraordinary opportunity to be a significant change agent in Chicago, the third largest city in the country, with over 2.7 million people residing in an area of 234 square miles. Chicago is a world-class city, with a bustling commerce district centered downtown and the amenities you would expect to find in a major U.S. city. But at its heart, Chicago has always been a city of neighborhoods. Chicago's 77 official community areas are incredibly diverse, each one boasting its own character and history. The next person to serve in this role must be prepared to manage a workforce of approximately 13,000 people with an annual operating budget of almost \$2 billion, communicate effectively while building community with Chicagoans of all walks of life, and implement innovative, equitable, and research-driven strategies to improve the quality of life in every neighborhood. Chicago's next superintendent must chart a path forward, increase community trust and officer morale and lead one of the most important reformations and transformations that directly tackle the following: youth engagement, compliance with the consent decree, building crime-fighting strategies that emphasize building trusting relationships with the community, building productive relationships with the District Councils and the Community Commission for Public Safety and Accountability, strengthening CPD's internal accountability processes, bolstering the Department's recruitment and retention, and ensuring that its workforce reflects the diversity of the communities they serve, and enhance officer training and education programs to improve legal and policy compliance.

Top candidates will have extensive experience as a high-level executive in charge of critical departmental functions in a large law enforcement agency. At least 10 years of increasingly responsible managerial and supervisory experience in municipal law enforcement. A demonstrated track record of working effectively with diverse communities, conducting meaningful public engagement, and fostering positive ties with neighborhoods. Experience implementing reforms and working with court-enforced consent decrees is preferred. Requirements include either a bachelor's degree from an accredited college or university or a minimum of 60 credit hours from an accredited college or university plus at least 15 years of experience. A graduate degree from an accredited college or university is a plus, as is successful completion of advanced law enforcement and leadership training at a recognized institution. The Chicago Municipal Code requires all City employees to reside within the city limits. If the successful candidate is not currently a Chicago resident, they must relocate within the shortest feasible time after being appointed. The budgeted annual salary is \$260,004. The selected candidate's salary will be based on their qualifications and professional achievements.

Public Sector Search & Consulting, Inc. is providing support and police executive search expertise to the CCPSA, which is leading the search. Interested parties can apply for the position by submitting a cover letter, resume and list of references to apply@publicsectorsearch.com. Apply immediately for optimal consideration. This position is considered open until an appointment has been made.

Confidential inquiries and questions are encouraged and should be directed to the recruitment team: Mr. Kenton Buckner at 502.794.1943 or kenton@publicsectorsearch.com or Mr. Gary Peterson at 916.622.5323 or gary@publicsectorsearch.com.