



Wellesley College

invites your interest in the position of

Director of Public Safety / Chief of Police



POLICE EXECUTIVE
RESEARCH FORUM

An icon in women’s higher education since 1870, Wellesley College is excited to announce an opening for Director of Public Safety/Chief of Police.

Located just 12 miles west of Boston, the Town of Wellesley is steeped in New England charm. Boasting tree-lined streets, boutique shopping, and gourmet eateries, it is a haven for those seeking a serene yet vibrant lifestyle. The town’s commitment to education is exemplified by Wellesley College and a top-tier public school system.

Wellesley College spans a sprawling 500-acre campus with over 70 architecturally stunning buildings overlooking Lake Waban. Renowned for its accomplished faculty, inclusive campus environment, 56 liberal arts majors, and more than 150 student organizations, Wellesley secured the #5 spot in *U.S. News & World Report’s* 2022 ranking of National Liberal Arts Colleges. The student body comprises over 2,400 bright minds, 53 percent of whom identify as students of color and 20 percent of whom are first-generation college students. The students reflect the diversity of our global society; 47 percent speak a language other than English at home, and over 30 languages are spoken on campus. Students hail from 87 countries of citizenship, 59 countries of residence, and all 50 states plus the District of Columbia, Guam, and Puerto Rico.

The Wellesley College Campus Police and Public Safety Department comprises 16 officers, dispatchers, and professional staff. Reporting to the Vice President and Dean of Students, the Director of Public Safety/Chief of Police is responsible for leading and managing

the department, including fiscal management, policy development, recruitment, training, disciplinary matters, and campus-wide strategic initiatives. Within the department, the Director must emphasize a positive team culture, transparency, accountability, and service to the community. This position also has a dotted-line supervisory relationship with the Manager of Museum Security and Visitor Experience. The successful candidate will collaborate broadly across the institution and with local officials to promote safety in both the residential and academic spaces, including the new science center and the art museum.

The Director will spearhead a reimagined, humanistic approach to public safety, emphasizing safety awareness and education, campus protection, emergency preparedness, and a multidisciplinary response to non-criminal situations. The successful candidate will be responsible for overseeing a collaborative approach with other stakeholders to develop, administer, and evaluate safety, security, and emergency functions, programs, policies, and protocols. The Director must have the ability to collaborate broadly across the institution and with local officials to ensure safety during emergency situations, crises, and public protests while protecting civil liberties, including the right to peaceful assembly.

The selected candidate will have:

- Demonstrated experience developing and implementing a holistic approach to community/campus policing.
- Progressively increasing leadership responsibilities in public safety.



- A leadership style rooted in service, with a demonstrated commitment to diversity, equity, inclusion, and belonging.
 - Demonstrated Incident Command System (ICS) experience, including leading the response to safety emergencies and crises, and coordinating response efforts with other law enforcement partners, safety personnel, and public officials.
 - Exceptional interpersonal and communication skills, including the ability to listen and build respectful, collaborative relationships with students, staff, faculty, and the community.
 - Proven proficiency in prioritizing tasks to address critical organizational needs, delegating responsibilities, executing effective time management strategies, and tracking metrics to ensure goals are accomplished.
 - Experience creating outreach materials and educational programs to increase safety awareness and crime prevention.
 - Proven experience hiring diverse officers who reflect their communities and demonstrate compassion and care for everyone they serve.
 - Demonstrated commitment to staff development, including experience creating, implementing, and evaluating training to ensure staff continuously demonstrate legal, ethical, and compassionate behaviors.
 - A strong commitment to fairness, collaboration, and negotiation within a union environment.
 - A commitment to officer wellness.
 - Proven experience conducting unbiased investigations with an understanding of the protocols for information dissemination.
 - Demonstrated experience reviewing, recommending, enforcing, and reporting on policies in compliance with local, state, and federal laws.
 - Demonstrated experience developing and implementing evidence-based strategies that have improved public safety in multicultural communities.
 - Deep knowledge of security operations, applicable federal/state laws (including the Clery Act and Title IX), and the response to alcohol/drug issues, mental health concerns, hate crimes, and bias-based incidents.
 - A passion for fostering and expanding critical interdepartmental relationships.
 - An unwavering commitment to transparency and accountability.
 - A documented history of positive engagement with the communities they have served.
- At a minimum, applicants must have an undergraduate degree with ten years of progressive public safety experience, including five years in a managerial role or the equivalent combination of training and experience.
- Previous experience leading a unionized environment is also required.
- Applicants also must meet — or be eligible to meet within six months of date of hire — and maintain all requirements for certification under Massachusetts General Law, Chapter 22C, Section 63 as a Special State Police Officer; and must be POST Certified in the Commonwealth of Massachusetts or eligible to become POST Certified within six months of date of hire.
- Out-of-state candidates will be expected to promptly obtain a permanent exemption from the Municipal Police Training Committee (MPTC) from the entry-level requirements for full-time police officers, including successfully completing the Massachusetts Municipal Police Officer Online Exemption Program and examination, and to become POST Certified within six months of hire. They also must be eligible to obtain and maintain a Commonwealth of Massachusetts license to carry a firearm and must satisfy firearms training and qualification standards for police officers that meet or exceed the MPTC standards.
- Prior experience within higher education would be an asset, along with proven experience working in a diverse, multicultural organization. Experience as an adjunct faculty member or teaching or training a college population is also a plus.



Wellesley College offers a wide variety of benefit programs and resources to its employees, including:

- A competitive salary based upon commensurate experience.
- Generous paid time off.
- For eligible employees, following one year of employment, Wellesley College will contribute up to 10.5 percent of your salary towards your 403B plan.
- Resources to navigate student loan forgiveness.
- Free use of the athletic/fitness facilities, including onsite fitness classes.
- Free onsite parking in an enclosed parking garage.

The Police Executive Research Forum (PERF) is assisting the college in the selection process. For questions about this position, contact Antoinette Tull at Antoinette@Hurtlellc.com or (804) 640-0323 or Rebecca Neuburger at Rcneuburger@gmail.com or (202) 997-6287.

Qualified and interested candidates who resonate with this vision and believe you can make a difference may apply by October 25, 2024, with a cover letter, resume, and five references in confidence to:

WellesleyPC@policeforum.org

Wellesley College is an Equal Opportunity Employer and is committed to increasing the diversity of the college community and the curriculum. Wellesley College and all its subcontractors shall abide by the requirements of 41 CFR 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity or national origin. Moreover, these regulations require that Wellesley College and all its subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability or veteran status.