

WEARE NH - POLICE CHIEF

IDEAL CANDIDATE PROFILE & CHALLENGE STATEMENT

The Ideal Candidate for the Weare, NH Police Chief position will have:

A Bachelor's degree in criminal justice/police administration or closely related field. Master's degree preferred.

Ten years of progressively responsible law enforcement experience with at least five years of command experience.

Advanced command/leadership training from programs such as: the FBI National Academy, PERF, LEEDS or The Southern Police institute.

The willingness and ability to commit to and engage the community.

Residency within 25 miles of Weare within 6 months of appointment.

Understanding of, and a demonstrated commitment to contemporary policing concepts and industry recognized best practices and CALEA Accreditation.

A demonstrated background of leading by example by maintaining a visible and active presence and conducting her/himself personally and professionally, in a manner that is highly ethical and above reproach.

A strong ability to communicate clearly with all stakeholders.

A willingness and desire to actively collaborate with other municipal departments and neighboring communities on shared goals.

Strong budgeting skills with successful grant writing and administrative experience.

The ability to "listen" and to provide the highest level of customer service.

A strategic thinker who can create and implement long-term plans for the development of the organization's operations and staff.



Weare's next Police Chief must be a strong leader, able to nurture positive internal as well as external relationships while holding her/himself and others to the highest standards of integrity and accountability. The Chief must establish and maintain a high level of credibility and trust throughout the department and the community. He or she must have a strong background and demonstrated commitment to contemporary concepts of public safety and community engagement. The community should be considered an active partner in providing the level of service it desires from its police department. Engagement by the police department should include all stakeholders, such as the schools, business community, seniors and families. This engagement should result in the planning and execution of policing approaches that will ensure a safe, secure environment with the highest possible quality of life for all who live and visit Weare. The Police Chief must lead this initiative by maintaining a visible and active presence in the community and conducting her/himself, personally and professionally, in a manner that is highly ethical and above reproach.

The next Police Chief must have excellent communication skills and the ability to provide a clear and consistent vision of dedication and excellence in pursuit of protection and service to the community. The Police Chief must be able to communicate effectively in a manner that inspires, motivates, and encourages cooperation and collaboration in pursuit of public safety within the department and throughout the extended community and the region. The Police Chief must foster teamwork and promote positive morale within the department and establish an effective rapport and cooperative relationships with elected community, state, and federal officials while remaining nonpartisan and apolitical.

The next Police Chief must have excellent management and leadership skills. Achieving CALEA Accreditation in 2015, the Weare Police Department must be led by a chief that appreciates the value of this achievement and is committed to managing the department with an emphasis on 'best practices', trust, and accountability. The Police Chief must demonstrate skill in managing staff resources and establishing cohesion and direction within the confines of a collective bargaining agreement and within budget constraints. In order to achieve this, the successful candidate must have proven experience in the negotiation and administration of collective bargaining agreements. The department must be administered and managed in a way that recognizes fiscal responsibility while providing the level of services desired by the community.

Due to Weare's proximity to two of New Hampshire's larger cities, Concord and Manchester, the police department is challenged with handling some of the spillover criminal activity from those cities.

Weare has a strong desire for its police department to be progressive and innovative in meeting the needs of the community. The Chief must be a progressive thinker that has the skills and desire to continue moving the department forward and providing the high quality and efficient services the Town has come to expect.

