

## MIDDLETOWN RHODE ISLAND

### POLICE CHIEF

#### IDEAL CANDIDATE PROFILE & CHALLENGE STATEMENT

The Ideal Candidate for the Middletown RI Police Chief position will have:

A Bachelor's degree in public administration/criminal justice or closely related field (Master's degree preferred)

Ten years of progressively responsible police experience above the rank of patrol officer with at least five years of command experience

Advanced command/leadership training from programs such as the FBI National Academy, PERF or LEEDS

The willingness and ability to commit to the position for 5 or more years

Extensive experience and a demonstrated commitment to CALEA accreditation

A strong background and demonstrated commitment to contemporary concepts of policing and community engagement

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 stake holders using the full spectrum of available tools

Experience administering collective bargaining agreements

Strong budgeting skills with successful grant writing and administration experience

Experience in emergency preparedness and operations

Demonstrated experience with nurturing positive relationships with school partners

Residency within a 30 minute response time to station (residency highly preferred)

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

The demonstrated ability to be a strategic thinker who can create and implement long-term plans for the development of the organization's operations and staff

Middletown's next police chief will be following a very successful and experienced police chief and will be only the tenth in the Town's history. It will be critical for the next chief to maintain the achievements of the Middletown Police Department, such as a new police station in 2009 and CALEA Accreditation, while continuing to move the department forward in its quest to provide the highest possible level of service to the community. This will require a strong leader who is able to quickly develop positive internal and external relationships while showing a significant understanding of the community. The Chief must work in an even-

handed manner and his interactions and decisions need to project a fundamental fairness toward all. The Chief must engage and motivate department personnel to deal with all individuals they meet in an effective manner that is respectful of individual rights and dignity. It is also important for the chief to establish an effective rapport and cooperative relationships with all community stakeholders and relevant outside agencies.

The Police Chief must communicate effectively in a manner that inspires, motivates, and encourages cooperation and collaboration in pursuit of public safety. The Chief must foster teamwork and promote positive morale within the department, maintaining a culture of inclusion. He or she must be committed to the mentoring and professional development of staff, and be actively engaged in succession planning.

As a CALEA Accredited department, the chief will need to make maintaining accreditation a priority. Maintaining the necessary standards and best practices will require experience and commitment. The community will challenge the department to remain progressive and innovative, balancing delivery of superior police service with the economic needs of the community. This will require a commitment to strategic and capital planning.

Given its location on Aquidneck Island, its proximity to the major tourist destination of Newport and the significant military presence of the Newport Naval Station, the Department faces public safety challenges that may not be the norm. Middletown is host to a thriving business community and hospitality industry that serve the needs of a diverse and transient population. It is important that the department represents this diversity and is prepared to handle the daily and seasonal changes in service population. This will require the new Chief to be innovative and progressive in meeting the needs of the community. It will also require the Chief to further develop and maintain positive relationships with local, regional, federal and military law enforcement partners.

The Middletown Police Department has been long recognized as a high performing agency that meets CALEA standards and provides quality service to the community. The new chief will be tasked with not only maintaining that commitment to the quality service the community has come to expect, but to find new and innovative ways to meet the challenges that lay ahead.