

STRATHAM NH - POLICE CHIEF

IDEAL CANDIDATE PROFILE & CHALLENGE STATEMENT

The Ideal Candidate for the Stratham, 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.

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

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.

Following a well-respected and progressive chief, Stratham's next Police Chief must establish and maintain a high level of credibility and trust throughout the department and community. He or she must have a strong background and demonstrated commitment to contemporary concepts of public safety and community engagement. The Chief must provide for the planning and execution of policing approaches that will ensure safe schools and neighborhoods for those that live here as well as a secure environment for those that visit, shop and work here. 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 Chief must have excellent communication skills and the ability to provide a clear and consistent message that is appropriate for the intended audience.

The Chief must be a progressive thinker that has the skills and desire to continue moving the department forward. Leveraging IT and communications advancements will be an important component in providing the high quality and efficient services the Town has come to expect. Continuing to update policies and procedures with a goal of meeting the 'best practice' standards established by CALEA could be a long term goal.

Stratham's next Police Chief should be a strong yet collaborative leader, leading by example and ensuring his/her interactions and decisions project a fundamental fairness toward all. The Chief should be able to mentor, develop and motivate department personnel, foster teamwork and promote positive morale within the department, while maintaining a culture of inclusion.

The Police Chief must lead in a manner that inspires, motivates, and encourages cooperation and collaboration in pursuit of public safety. He/she must be able to nurture positive external relationships with an emphasis on collaborating with community stakeholders, local officials, fellow department heads, and regional service providers. This collaboration, creative thinking and willingness to seek opportunities for alternative funding sources will be critical in providing the high level of services desired within the budget constraints of the Town.

