

## WENHAM, MA

### POLICE CAPTAIN

#### IDEAL CANDIDATE PROFILE & CHALLENGE STATEMENT

The Ideal Candidate for the position of Wenham MA Police Captain will have:

A college degree in public administration/criminal justice or closely related field

At least 5 years of progressively responsible law enforcement experience

Passion about serving the community through collaboration and partnerships

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

Demonstrated experience in law enforcement accreditation

Knowledge and experience in conducting Internal Affairs Investigations

Experience in performing the duties of Department Court Officer

Experience working in a union environment

A desire to continue the Department's "guardian" tradition of policing

The willingness and ability to commit to the position and view this position as key to the Department's succession planning

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

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

A strategic thinker who can assist the Chief in his long-term plans for the development of the organization's operations and staff



The next Wenham Police Captain will serve as the executive officer of the department and be a passionate, collaborative leader who possesses robust communication and people skills that will gain the respect of the community and employees. The Captain, reporting directly to the Police Chief, must be capable of demonstrating the competence to work with community members, business organizations as well as other diverse groups that comprise the Town of Wenham. The Captain must foster teamwork and promote positive morale within the department, maintaining a culture of inclusion.

The Wenham Police proudly are recognized as an accredited law enforcement agency through the Massachusetts Police Accreditation Commission (MPAC) and the new Captain will be tasked with maintaining accreditation through MPAC. Additionally, the Captain should have an understanding of working in a law enforcement union environment while possessing a foundation of leadership and management. There is an expectation that the Captain will embrace the tradition of “community first” as the philosophy of delivering law enforcement services to the residents of Wenham.

The Police Captain must be able to work collaboratively with the Police Chief, Town Manager, Department Heads, Board of Selectmen as well as staff and citizens to establish and maintain positive and cooperative working relationships. The Captain must be knowledgeable of general law enforcement administration and the laws of the State of Massachusetts. He or she must be MA certified or able to achieve police officer certification by the Municipal Police Training Committee (MPTC) or be capable of completing the Orientation Training Program if a commissioned law enforcement officer through a recognized State.

Excellent written and verbal communication skills are essential for this position. The Captain must also have experience managing and leading department operations and projects including budgeting, supervising, planning, training, administration and emergency management when called upon by the Police Chief. Upon selection and appointment, the Captain is viewed as a critical component to the Department’s succession plan. There will be significant mentoring, coaching and training to prepare the Captain to perform the duties of the Chief in his absence or upon his retirement.

The successful candidate will be subjected to a complete background check in compliance with MPTC regulations.

