

HINSDALE NH - POLICE CHIEF

IDEAL CANDIDATE PROFILE & CHALLENGE STATEMENT

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

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

Ten years of progressively responsible law enforcement experience with at least three years of increasingly responsible 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 foster effective communication 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 chief, Hinsdale'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. Operating from a recently constructed police station located in the village area of Hinsdale along the Ashuelot River, the Chief must provide for the planning and execution of policing approaches that will ensure safe schools and neighborhoods for those that live in and visit the community. 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. Continuing to update policies and procedures with a goal of utilizing best practices in audits, assessments, inspections and reviews could be a long-term goal.

Hinsdale's next Police Chief should be a strong yet collaborative leader that engenders fundamental fairness and inclusiveness. The Chief should have strong listening skills and demonstrate a willingness to consult with peers, mentors and subordinates before making decisions. The Chief should be able to build networks externally while mentoring, developing and motivating department personnel to excellence; he/she should, foster teamwork and promote positive morale within the department, while maintaining a culture of inclusion. The Chief should be familiar with best practices in recruiting, selecting and retaining personnel at a time when four generations may be in the workplace. Hinsdale faces the same challenge as many other small police departments to recruit and retain quality officers in the current economy; the Police Chief should foster an environment that encourages talented police officers to stay and contribute to the long-term needs and culture of the department.

Recognizing generational differences and the need for a high level of situational awareness with respect to personnel, the Police Chief must lead in a transparent manner that inspires, motivates, and encourages cooperation and collaboration in pursuit of public safety and the efficient delivery of needed services. He/she must be able to cultivate positive 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 cost efficiencies will be critical in providing the high level of services desired within the budget constraints of the Town.

