

MIDDLETON, MA

POLICE CHIEF

IDEAL CANDIDATE PROFILE & CHALLENGE STATEMENT

The Ideal Candidate for the Middleton MA 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 with at least five years of progressively responsible 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

Experience and a demonstrated commitment to "best practices", certification/accreditation

A strong background and demonstrated commitment to "21st Century Policing"

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

Demonstrated experience with nurturing positive relationships with community partners

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

Middleton's next police chief will continue 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 that is able to quickly earn the respect of staff and develop positive internal and external relationships. 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 important for the chief to establish an effective rapport and cooperative relationships with all community stakeholders and relevant outside agencies. Community engagement by not just the Chief, but all members of the Department should be a priority.

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.

Since the Middleton Police Department is not MPAC certified or accredited, the new Chief should pursue a process that will ensure that Department policy reflects contemporary best practices. Ensuring 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.

The Middleton Police Department is presently comprised of fulltime and part-time officers. The Chief will need to strike the proper balance in the use of staff to provide the level of police services expected by this fast-growing community within budget constraints.

With its location along busy Route 114 which provides a direct route between Boston and Lawrence MA, the site of the Essex County House of Corrections (approximately 1400 residents), and dispatch services being provided by the regional dispatch center, it is critical for the Chief to maintain and further develop relationships with county, local, state and federal law enforcement partners.

The new chief will be tasked with not only maintaining the 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.