

# THE TOWN OF SWAMPSCOTT, MA

## POLICE CHIEF RECRUITMENT

### *Invitation to Qualified Candidates*

#### **INTRODUCTION**

The Town of Swampscott Police Chief position provides a seasoned police manager with an ideal career opportunity in a “classic” New England seacoast town. The ideal candidate will be met with a progressive community steeped in both citizen leadership and professional management and with values that transcend the test of time. The Town is administered by an Open Town Meeting, Select Board and Town Administrator form of government. The Swampscott Police are a Massachusetts accredited organization with 32 sworn and 1.5 support staff serving a diverse and engaged community where public participation is a core value.

This profile is a resource for interested candidates, however all are encouraged to do their own research. Valuable information is provided here along with links to important websites so that potential candidates can consider their “fit” in the Swampscott community.

Submission information can be found by visiting [Municipal Resources’ website](#).



#### **ABOUT SWAMPSCOTT**

The Town of Swampscott is located in Essex County along the Atlantic Coast. It is bordered by the Atlantic Ocean on the East, on the South by the City of Lynn, and on the North by the City of Salem and the Town of Marblehead. The Town is approximately 12 miles from the City of Boston. Established as a town in 1852, Swampscott has a general population of 14,600 and occupies a land area of 3.58 square miles. Local legislative decisions are made by a representative meeting with administrative authority in a five-member Board of Selectmen. School affairs are administered by a school committee of five persons elected for staggered three-year terms. In addition, the Board of Selectmen appoints members to various boards, committees, and commissions. The Town provides general governmental services including police and fire protection, a water and sewer system, public

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education K-12, parks and recreation and public library. The Massachusetts Bay Transportation Authority (MBTA) provides rail and bus services to the Town. Commuter rail service is provided by the MBTA with AMTRAK as operating agent.

Early historical accounts of Swampscott indicated that the Native Americans, referred to as Naumkeags, came to what was called the "land of the red rock" in the seventeenth century to fish and hunt. Originally part of the large Saugus land grant and later the eastern part of Lynn's Ward One, Swampscott was settled and established in 1629 when Francis Ingalls came and built the first Massachusetts Bay Colony tannery on Humphrey's Brook.

Long known as a seafaring fishing village, Swampscott hosted a large commercial fishing fleet which sailed daily from our protected bay. Early accounts of Swampscott considered it a "community of modest means" and indicated that one man in three was a fisherman. Of the rest, a goodly number were shoemakers (also known as cordwainers), shoe cutters (known as clickers), yeomen or farmers and merchants.

In the late 1700s, Ebenezer Phillips learned the dry fish process from the Naumkeags and set up a processing facility for cod whereby the cod was dried, put in barrels and shipped all over the world. Phillips' business was a success, and he became one of this country's first millionaires



From its fishing interests, Swampscott reached worldwide status as the place where Ebenezer Thorndike invented the lobster pot in 1808 to revolutionize lobster harvesting. Also, the Swampscott Dory, a fishing boat still in use throughout the world today, was invented in 1840 by Theophilus Brackett to row and to pull lobster pots. The dory was considered the best seaworthy boat for fishermen due to its unique flat-bottomed design.

A few large resorts were built in the 1800's which attracted wealthy patrons, families, and businessmen from across the country. Many stayed and built grand homes in the area which played a vital role in the town's diverse history.

Swampscott separated from Lynn on in 1852 and were compensated \$5,450.00 for the land it lost to the new community now known as the Town of Swampscott. In 1857 land at the far western edge of Salem known as the "Salem Finger" was annexed to Swampscott bringing the total land area to 3.05 square miles.

Alongside Swampscott's fishing heritage came the advent of large hotels and homes as the community attracted summer residents from every corner of the world. There were also homes of specific historical significance. For example, John Humphrey, the first deputy governor of the Massachusetts Bay Colony, lived in an attractive saltbox home in 1637 which is now home to the Swampscott Historical Society at 99 Paradise Road and is now listed on the National Register of Historic Places.

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Stately homes which evolved in Swampscott include Professor Elihu Thomson's Georgian revival mansion with its unique and ornate interior carvings. Professor Thomson founded the Thomson-Houston Electric Company which is now the General Electric Company. The building, designed by James T. Kelley, now serves as the Town Administration Building, and is also listed on the National Historic Register.

The hotel and boarding house business flourished to serve the influx of summer visitors with the Ocean House, the Hotel Preston, the Lincoln House Hotel, the Hotel Bellevue and the New Ocean House Hotel. Notable summer guests, including President and Mrs. Calvin Coolidge, and Woolworth heiress Ethel Donahue frequented our lavish accommodations.

None of the large hotels remain standing today, most having been destroyed by fire or savage coastal storms, and most of the large estates have been subdivided into single family homes. Nevertheless, Swampscott has retained the essence of a quiet setting along the north shore of the Atlantic Ocean with the soothing sounds of the ocean lapping along the seashore.



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## **IDEAL CANDIDATE PROFILE**

The ***Ideal*** Candidate for the position of Swampscott, MA Police Chief 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, SPI or LEEDS

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

Experience and a demonstrated commitment to "best practices", CALEA accreditation

A strong background and demonstrated commitment to "21<sup>st</sup> 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 as well as all agency staff

## **THE CHALLENGE**

The new Police Chief will need to earn the respect and confidence of the community and build upon a highly regarded staff of committed and passionate police officers. He/she must demonstrate a proven track record of establishing positive internal as well as external relationships while holding himself or herself to the highest professional standards of integrity and accountability.

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### ***ADDITIONAL INFORMATION***

Much information is provided herein but candidates are encouraged to learn more about the position by visiting [Municipal Resources' website](#) or the [Town's website](#). Candidates can also contact Alan Gould at [agould@mrigov.com](mailto:agould@mrigov.com) or by phone at 603-279-0352 ext. 320. To apply submit a resume and cover letter in PDF format to [recruitment@mrigov.com](mailto:recruitment@mrigov.com).