



Tate & Associates

Chief of Police

Municipality near the capital city of Montgomery, Alabama is seeking a Chief of Police.

The ideal candidate will be a self-motivated leader with the skills and experience to motivate and develop others. This position will perform a variety of complex administrative, supervisory and professional work in planning, coordinating and directing the activities of the Police Department.

Essential Functions:

1. Plan, coordinate, supervise, and evaluate police department operations.
2. Develop policies and procedures for the Department mandated by law, to ensure efficient operations of the department, and to implement directives from the City Council or Business Administrator.
3. Plan and implement a law enforcement program for the City in order to better carry out the policies and goals of City Management and Council; review Department performance and effectiveness, formulate programs or policies to alleviate deficiencies.
4. Coordinate the information gathered and work accomplished by various officers; assign officers to special investigations as the needs arise for their specific skills.
5. Assure that personnel are assigned to shifts or working units which provide optimum effectiveness in terms of current situations and circumstances governing deployment.
6. Review evidence, witnesses, and suspects in criminal cases to correlate all aspects, and to assess for trends, similarities, or for associations with other cases.
7. Supervise and coordinate the preparation and presentation of an annual budget for the Department; direct the implementation of the department's budget; plan for and review specifications for new or replaced equipment.
8. Direct the development and maintenance of systems, records, and legal documents that provide for the proper evaluation, control, and documentation of the Police Department operations.
9. Coordinate and supervise the training, assignment, and development of subordinate police officers.

Essential Functions: (Continued)

10. Handle grievances, maintain Departmental discipline, and maintain the conduct and general behavior of assigned personnel.
11. Prepare and submit periodic reports to the Business Administrator upon request, regarding the Department's activities, and prepare a variety of other reports as appropriate.
12. Meet with elected or appointed officials, other law enforcement officials, community and business representatives and the public on all aspects of the Department's activities.
13. Attend or designate personnel to attend conferences and meetings to keep abreast of current trends in the field; represent the City Police Department in a variety of local, county, state and other meetings.
14. Cooperate with County, State and Federal law enforcement agencies as appropriate where activities of the police department are involved.
15. Coordinate activities with supervisors and other City departments, exchange information with officers in other law enforcement agencies, the District Attorney's Office, Circuit Court, and other government agencies. Obtain advice from the City Attorney, Court Administrator, and Municipal Prosecutor's Office regarding cases, policies and procedures.
16. Ensure that laws and ordinances are enforced and that public peace and safety is maintained.
17. Direct investigation of major crime scenes.
18. Perform the duties of subordinate personnel as needed.
19. Analyze and recommend improvements to equipment and facilities, as needed.

Competencies:

1. Ethical Conduct and Leadership.
2. Stress Management/Composure.
3. Time Management.
4. Problem Solving/Analysis.
5. Decision Making.
6. Communication Proficiency.
7. Diversity and Inclusion.
8. Project Management.
9. Personal Effectiveness/Credibility.

Required Education & Experience:

1. Graduation from an accredited college or university with a Bachelor's degree in police science, law enforcement, criminal justice, public administration or a closely related field.
2. Ten (10) years of experience in police work, three years of which must have been equivalent to lieutenant or higher.
3. Thorough knowledge of modern law enforcement principles, procedures, techniques, and equipment.
4. Thorough knowledge of applicable laws, ordinances, and department rules and regulations.
5. Must be certifiable by the Alabama Peace Officers Standards and Training Commission.

Compensation & Benefits:

- Attractive health, wellness and retirement benefits
- Generous vacation, sick leave, and paid holiday schedule
- Competitive salary commensurate with experience

To apply, submit your cover letter, salary expectations and resume to Danielle Tate via email to danielle@tateassociatesllc.com with “Chief of Police” in the subject line.