

MELROSE, MA

POLICE CHIEF

IDEAL CANDIDATE PROFILE & CHALLENGE STATEMENT

The Ideal Candidate for the Melrose MA Police Chief position will have:

A Bachelor's degree in law enforcement, criminal justice, management or closely related field or a combination of training, education, and experience

Ten years of executive law enforcement management experience; or a combination of education, training, and experience

Certification as a Massachusetts full-time police officer or have the ability to receive one

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

Experience and a demonstrated commitment to "best practices"

A strong background and demonstrated commitment to the pillars and concepts of "21st Century Policing", social justice, equity, inclusion, and community outreach

A demonstrated leadership background of being approachable, responsible, collaborative, fair, and impartial

A demonstrated background of leading by example by maintaining a visible and active presence and conducting themselves professionally, in a manner that is highly ethical and above reproach

A strong ability to communicate clearly with all stakeholders using the full spectrum of available tools

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

Personnel management skills with experience administering collective bargaining agreements

Strong budgeting skills with administration experience

Demonstrated experience with nurturing positive relationships with community partners

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



Melrose'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 with command presence 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; 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 new Chief must be able to instill the tenets of cultural competency throughout the agency.

The Police Chief must be an active listener that can 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. The Police Chief must be committed to the mentoring, professional development of staff, and be actively engaged in succession planning.

The Chief should have a demonstrated history of developing and implementing 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.

It is important for the Chief to maintain and further develop relationships with county, local, state, and federal law enforcement partners.

The 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.

