

POSITION ANNOUNCEMENT

POSITION: Chief of Police

DEPARTMENT: Police/Public Safety

REPORTS TO: De'Carlton Seewood, City Manager

STATUS: Full-time, exempt



The City of Ferguson is currently seeking a community-oriented and forward-thinking Chief of Police. This is a highly professional position tasked with planning, organizing, and directing all divisions, programs, and activities of its police division. In addition to these responsibilities, this position will also lead the City's efforts to enhance and promote an environment of community policing.

This position's primary responsibilities include assuring that laws and ordinances are enforced, that criminal offenders are identified and apprehended, and that measures are implemented to prevent crimes, protect lives and property, and add to the overall welfare of the community. Supervision is exercised directly or through subordinate supervisors over all employees of the department.

The Chief of Police Must Possess:

- The desire to build and advance a relationship of trust between the Ferguson Police Department and the community
- A willingness to seek out new concepts and be progressive in implementing various police management strategies
- A disposition that is approachable and open to police department employees, city officials, and members of the community
- Excellent communication skills, in writing as well as in person, and a talent for speaking to large community groups and the media
- A firm knowledge of police-related technology and weaponry, in particular video technology, and the ability to advise leadership as needed on such areas
- A record of success of building professional relationships with command staff, uniformed staff, non-commissioned members of the department and guiding such relationships to achieve organizational goals
- A history of recruiting and retaining other community-oriented police officers
- A proven track record in strategic planning and the ability to evaluate both short and long-term priorities of the department
- A history that displays sound judgment in making timely and informed decisions
- The ability to delegate authority while holding employees accountable for performance

- Familiarity with the operational and policy issues associated with managing a small-sized misdemeanor correction facility

EDUCATION/EXPERIENCE:

- A degree in criminal justice, public administration or a related field is preferred.
- Candidates should have at least 10 years of police officer experience and five years in a leadership position
- Be able to undergo and pass a medical examination, polygraph, and drug screen and background investigation
- Possession of certification as a Police Officer by the Missouri Peace Officer Standards and Training (POST) Certification
- Possession of a valid Missouri driver's license

TO APPLY:

Interested candidates must submit their resume, cover letter, salary requirements and five professional references in confidence to pyoung@fergusoncity.com by Friday, January 8, 2016.

The City of Ferguson provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, gender identity, sexual orientation, disability or genetics. In addition to federal law requirements, The City of Ferguson complies with applicable state and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

