

# City of Gaithersburg

Human Resources Department  
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## EMPLOYMENT OPPORTUNITY

<b>Position:</b>	Chief of Police	<b>Posting Date:</b>	January 26, 2010
<b>Department:</b>	Police	<b>Closing Date:</b>	<b>February 19, 2010</b>
<b>Hiring Range:</b>	\$119,105 - \$145,903	<b>Employment Status:</b>	Full-Time

### **Position Information:**

The City of Gaithersburg, Maryland, seeks an experienced, innovative, and proven executive to serve as Chief of Police and lead the Gaithersburg Police Department. This position is a key member of the City's management team and provides expert guidance to the City Manager, Mayor, City Council, and staff members regarding public safety and police response.

Starting salary will be market competitive, depending on experience and qualifications.

### **Position Requirements:**

Successful candidate will have at least 10 years of progressively knowledgeable and responsible experience in an upper-level law enforcement command position in a sworn capacity. A Bachelor's degree in Criminal Justice, Criminology, Public Administration, Management, Business Administration, or a related field is required. Maryland Police and Correctional Training Commission certification, or the ability to become certified as soon as possible after hire, is required.

Additional information about the position can be viewed in the [Chief of Police Position Profile](#) and in the [Chief of Police Class Specification](#).

### **Benefits:**

The City provides a generous fringe benefits package including medical, dental, life, and long-term care insurance and retirement plans. Additional benefit information can be viewed in the [Summary of Employee Benefits](#).

### **Application Process:**

Email a cover letter and resume to the Human Resources Department at [hrjobs@gaitthersburgmd.gov](mailto:hrjobs@gaitthersburgmd.gov). Applicants must also submit a concise response to the following five questions:

- (1) What has been the most important improvement to your current organization that has resulted from your leadership? What concerns had to be addressed and how did you overcome and address them?

- (2) What is your experience in preparing and monitoring a fiscal operating budget and strategic plan for a municipality?
- (3) What types of difficulties have you encountered in developing and fostering positive relationships within an organization (internally and interdepartmentally)? What approach did you take to respond to these difficulties?
- (4) Describe innovative ways you have increased diversity in your department. What specific steps would you recommend to help recruit and retain exceptional law enforcement professionals?
- (5) What is your concept of community policing? In your opinion, who (besides the Police Department) plays a significant role in such a program? What do you believe are the positive and negative aspects of a community policing program?

**All materials must be submitted by email to the City of Gaithersburg Human Resources Department by 5 p.m. on February 19, 2010.** Applicants will receive an acknowledgement letter or email within approximately ten business days.

JAN10-03

**The City of Gaithersburg is an  
Equal Employment Opportunity/ADA Compliant Employer**