

Position: CHIEF OF POLICE

Location: Albany, New York

Salary: \$103,954

POSITION DESCRIPTION:

The City of Albany seeks to fill the position of Chief of Police with an experienced police professional committed to the concept and practice of community policing. Albany, NY, the capital of the state, has a highly diverse population of approximately 95,000 residents and is served by a 328-member police force. The City's population is approximately 60% White, 31% African American, and 9% Latino and others. The continued development of the department and its commitment to community policing will be the primary responsibility for the new Police Chief. The Chief will be expected to be involved in more than just the operations of the Police Department. He/she will be required to initiate and maintain a healthy relationship with the community at large. The new Chief of Police must sustain a leadership role in the community, actively soliciting input from the community regarding decisions affecting public safety and law enforcement in Albany.

PREFERRED EDUCATION AND EXPERIENCE:

Candidates with a Bachelor's degree in criminal justice, public administration or a related field and three years of command level experience in daily patrol, police administration and managerial experience or other combinations of experience and education that meet these minimum qualifications may be considered.

A CANDIDATE WILL BE AIDED BY:

- A demonstrated ability to engage a racially, ethnically, and demographically diverse community in working with the Police Department.
- An understanding of the importance of training and staff development, including workforce training in the principles and strategies of both community policing and cultural competency.
- Demonstrated supervisory and management abilities complemented by proficiency in strategic planning.
- A respect and appreciation for diverse points of view and demonstrated effective change management skills.
- Highly developed communication skills and effective interpersonal skills.
- A commitment to remaining politically independent, refusing to allow elected officials to unduly influence decisions reached through police/community collaboration.
- A record of leading by example, building team spirit, inspiring excellence, and collaborative decision-making.
- A high level of energy and engagement as this is a hands-on Police Chief position.

- An ability to work in an environment where innovative thinking, improvisation, and personal courage are necessary to deal with crucial issues facing the City and the Department.
- An understanding of the importance of training and staff development, including methods to develop staff for increased leadership opportunities.
- An ability to walk the delicate line between advocating for needed resources and playing a responsible team role in the larger city organization.

DUTIES OF THE POSITION:

The Police Chief:

- Oversees all aspects of the Police Department.
- Assumes a leadership role in engaging members of both the Police Department and the community at large in developing, implementing, and maintaining a system of community policing in which members of the community are viewed as collaborative partners with the Police Department in promoting public safety.
- Plans, directs, and coordinates the activities of Police Department personnel in preserving order, protecting life and property, and in enforcing laws and municipal ordinances.
- Coordinates law enforcement functions with the activities of other City departments and law enforcement agencies.
- Researches state-of-the-art police management methods, formulates and manages the administration of departmental rules, procedures and policies.
- Selects, supervises, trains, and evaluates department staff.
- Directs the development and implementation of a departmental in-service training program.
- Reviews the evaluations of employee performance and takes appropriate action where necessary.
- Prepares and administers the Department budget. Coordinates departmental recommendations for the purchase of equipment and supplies; controls and accounts for financial allocations to the Department.
- Represents the City at county, area, and State police conferences and meetings with other public officials.
- Cultivates good community relations by collaborating with residents and civic, fraternal, and other community groups.
- Assists in the preparation of City ordinances.
- Leads day-to-day labor-management activities and creates and maintains a productive working relationship with the union.

APPLICATION PROCESS:

The City of Albany is dedicated to conducting a search that will attract an ethnically, racially and demographically diverse pool of applicants. Interested parties should send a resume and cover letter detailing the candidate's philosophy, qualifications and experience to:

Danielle Neroni or NeroniD@ci.albany.ny.us

Corporation Counsel

City of Albany

City Hall – Room 106

Albany, NY 12207

Candidates need not submit letters of recommendation at this point. Recommendations will be solicited at a later date from candidates who are under serious consideration.

The deadline for submission of applications is February 15, 2010.

The new Chief of Police must reside in the City of Albany within 180 days of appointment.