



Chief of Police (Non-Civil Service) Town of Stoneham, Massachusetts

The Town of Stoneham is seeking a community-oriented, experienced professional to serve as its new Chief of Police.

Stoneham is located in Middlesex County Massachusetts 9 miles north of Boston with a population of approximately 23,000. Its proximity to major highways and public transportation offers convenient access to Boston. This residential suburban community has a multi-use bike and walking path and is home to the well-known 26-acre Stone Zoo and the Middlesex Fells Reservation.

The town is administrated by an Open Town Meeting, Select Board and Town Administrator form of Government. The Police Chief is appointed by the Town Administrator, subject to the approval of the Select Board. The Police Chief shall have the responsibility for the administration and operation of the Stoneham Police Department. The Chief will plan and direct the internal and external activities of the Police Department in the enforcement of laws, regulations, and Town By-laws. The Chief will also establish realistic strategic planning goals, provide motivational leadership and direction to Department Staff. The ideal candidate will have a proven record of professionalism, integrity, transparency, cross cultural competency, and community engagement.

As a Town leader, the Police Chief will embody the core value of community policing. The Chief will engage in public events and outreach initiatives and respond to all inquiries, complaints, and grievances in a timely and professional manner. The Chief will be responsible for establishing and maintaining effective and productive working relationships with appointed and elected officials, Department Heads, Federal, State and Local Agencies, Community Stakeholders, Businesses and Stoneham Residents.

The Stoneham Police Department is a full-service (Civil Service) agency consisting of 42 budgeted Full Time Officers, 4 Civilian Personnel, 7 Public Safety Dispatchers and 16 Part Time Civilian Traffic Directors with a proposed FY24 budget of approximately \$5.9 million.

RECCOMENDED QUALIFICATIONS

- **Education:** Bachelor's Degree in a Law Enforcement, Public Administration or related field, Master's Degree preferred. Graduates of major policing executive development programs including FBI National Academy, Police Executive Research Forum Senior Management Institute for Police or Police Executive Leadership Institute preferred.
- **Experience:** A minimum of seven (7) to ten (10) years of supervisory experience of which a minimum of three (3) of those years were in a senior level supervisory position.

- Leadership: The ability to motivate Department Members to achieve community and department goals. To influence, inspire and help Officers become their best selves, building their skills and achieving goals along the way. Possess the skills to build trust within the Department and Community.
- Candidates must be active in the law enforcement field and should hold a minimum rank of Lieutenant. Any equivalent combination of education and experience may also be considered.
- Possession of or ability to obtain a valid Massachusetts driver's license.
- Must have a valid Massachusetts Firearms License or the ability to obtain one upon hire.
- Applicants must be a graduate of the Commonwealth of Massachusetts Municipal Police Training Committee (MPTC) Basic Recruit Officer Academy (or eligible for a Permanent Exemption by the MPTC) and must satisfy all requirements set forth by the Massachusetts Peace Officer Standards and Training Commission for certification as a Police Officer in the Commonwealth of Massachusetts.

SALARY and BENEFITS: The Town of Stoneham offers generous paid time off, including vacation, holidays, personal and sick time with a salary range of \$170,000 - \$180,000, commensurate with qualifications. Stoneham participates in the Group Insurance Commission or GIC, which provides a wide array of health insurance plans, currently the Town contributes up to 80% towards employee health insurance cost. Employees can also take advantage of various benefit offerings such as Dental, Vision, Life Insurance, Accident, Critical Illness, Disability and a Section 125 Flexible Spending Account. Full time employees become members of the Stoneham Retirement System, a public pension plan. Additional deferred compensation offerings are available if desired.

Interested applicants should send a cover letter and résumé, as a single PDF file, via email to the Stoneham Human Resources Director, Donna Gaffey at dgaffey@stoneham-ma.gov. Resumes should be received by Monday, May 22nd, 2023 at 4:00 P.M.

The town of Stoneham is an equal opportunity employer