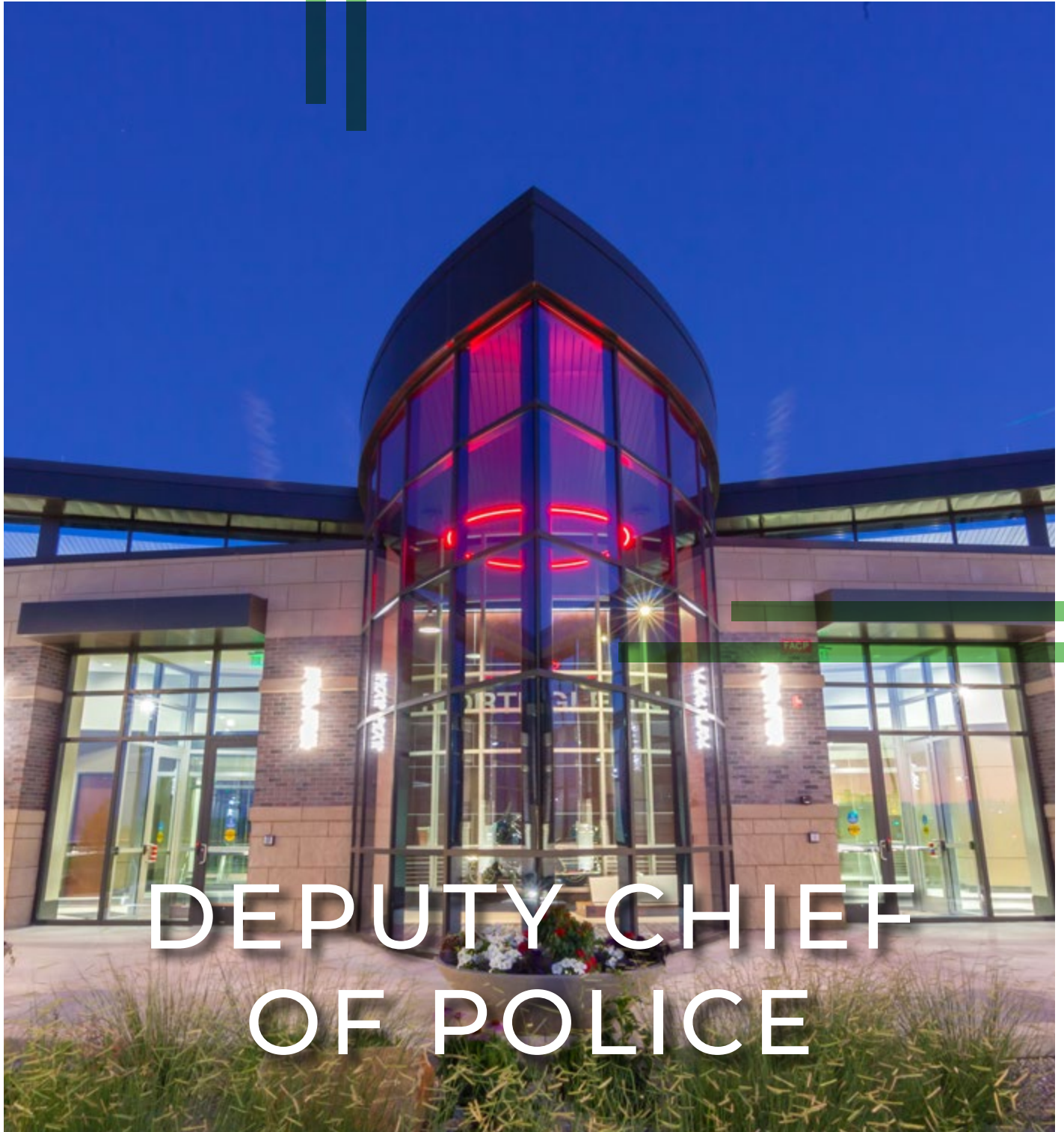


**A NATIONAL
SEARCH IS**

underway for a
new Deputy Chief of
Police

**NORTHGLENN,
COLORADO**





THE CITY OF NORTHGLENN, COLORADO



01. THE OPPORTUNITY

The City of Northglenn, CO, offers an exciting opportunity for an outstanding police leader to become the Deputy Chief of Police and work under the guidance of Police Chief James May, who has led the department the past ten years.

The department had an organizational assessment conducted that resulted in a planned reorganization of the department. The Deputy Chief is a new position and one of the first pieces of the department reorganization. The Deputy Chief will serve as the “second-in-command” of the department and will be the acting chief in the police chief’s absence. The Deputy Chief must be an excellent communicator who will earn the community’s trust and the respect of the command staff and line-level employees.



02. THE POSITION

The Deputy Chief assists and supports the Chief of Police in the overall management and administration of the Police Department.

The Deputy Chief will be tasked with leading innovation and creativity within the department and implementing best policing practices that are appropriate for today's world. The Deputy Chief will serve as a key designer, promoter, motivator, and catalyst for aligning the department's culture with the organizational values.

Responsibilities also include and are not limited to:

- Assisting the Chief of Police in developing the departmental direction, priorities, goals, and objectives that meet city, department, and community needs
- Advancing the Northglenn Police Department's community-oriented policing philosophy
- Preparing a variety of routine and special reports/projects as requested by the Chief of Police
- Applying modern law enforcement concepts and systems
- Identifying and addressing organizational conditions that may contribute to misconduct, liability, or inefficiency; immediately notify the Chief of Police of conditions that may impact the department's overall operations
- Planning and organizing operations and be ready to take command during high impact critical incidents and serve as a liaison between the department and local, state, and federal agencies

03. THE COMMUNITY

Situated in the north-central section of the Denver metropolitan area, with the majestic Rocky Mountains towering nearby, the City of Northglenn has roughly 40,000 residents and covers 7.45 square miles. The City is directly connected to Downtown Denver via Regional Transportation District N Line at Northglenn/112th station. Northglenn is only 15 minutes north of downtown Denver so you can enjoy all of the events and attractions of a major metropolitan city.

The community is connected by the well-planned Greenway Trail System. The 28 miles of off-street walking and biking paths connect with larger trail systems that lead throughout the Denver metro area. The Denver International Airport is only 25 minutes away. Northglenn has all four seasons, and the region enjoys 300 days of sunshine a year, making it a sought-after destination.



Northglenn enjoys established neighborhoods with excellent schools, access to shopping centers, parks, lakes, open spaces, and outdoor recreation facilities. The city government's support for community and economic development makes Northglenn a hub of safe neighborhoods and business activity. Active planning and development services create a distinctive sense of community that is uncommon in many modern cities. Many of the original residents who lived in Northglenn when it was incorporated in 1969 still live in the City.



04. THE DEPARTMENT



With a 2021 budget of \$11.4 million, the Northglenn Police Department currently employs 73 full-time sworn personnel and 20.5 non-sworn staff, who perform services in one of four main divisions; each division is led by a commander.

The members of the Northglenn Police Department are a dedicated team committed to protecting life and property, reducing crime, and promoting peaceful neighborhoods. NPD has strong community partnerships, engages in collaborative problem-solving, and the ethical enforcement of the law.

With the new Deputy Chief position, the commanders will report directly to the Deputy Chief. The four divisions include:

- The **Administrative Division** includes the major subunits of Records and Professional Standards/Internal Affairs.
- The **Patrol Division** includes all Patrol Services and Animal Control.
- The **Investigations Division** includes Investigations, Drug Task Force, Victim Services, Property/Evidence, and Crime Scene.
- The **Support Division** includes the School Resource Officers (SROs), Community Relations Officers (CROs), Traffic, and Training.



05. THE IDEAL CANDIDATE

The position requires a strategic leader who is innovative, proactive, and forward-thinking. The ideal candidate will be a team player who is a good decision maker with strong skills in accountability. The “ideal” candidate for the Deputy Chief position will also have the following attributes:

PRINCIPLED LEADER

The next Deputy Chief will have a well-developed executive management philosophy in addition to policing expertise. Top candidates will be passionate about policing and have an open and collaborative management style. The next Deputy Chief will be knowledgeable on topics such as change management, implicit bias, social justice, procedural justice, racism, cultural awareness, and matters specific to serving in a diverse community.

RELATIONSHIP BUILDER

The next Deputy Chief will be a collaborator with an infectious “can do” attitude that inspires others to accept and manage change while upholding high-performance expectations. This individual will build excellent working relationships while mentoring direct reports and collaborating with other city departments, community stakeholders, and other partners.

INSPIRING COMMUNICATOR

Top candidates will have superior communication skills, a strong belief in partnerships beyond policing, and an unwavering commitment to advancing community safety. The successful candidate has a command presence that is welcoming and engaging. Top candidates have demonstrated success operating within various settings, from media to community events.

EXPERIENCED POLICE LEADER

The most competitive candidates will have a strong record of success leading a division or bureau in a police agency where they provided strong leadership, exceptional community service, and strong budgetary management skills. The strongest candidates will have experience negotiating with bargaining units and have a proven track record of managing difficult disciplinary issues. They will also possess strong values aligned with the police department's values — Character ~ Courage ~ Commitment ~ Competence.



06. TO BE CONSIDERED

EDUCATION

Graduation from an accredited college or university with a Bachelor's Degree in criminal justice, business management, public administration, or a closely related field or significant equivalent training in police or law enforcement which demonstrates the applicant's career potential. Master's Degree desirable but not required.

EXPERIENCE

Eight years of progressively responsible law enforcement management experience or significant equivalent training in police or law enforcement, which demonstrates the applicant's career potential, may be considered.

COMPENSATION AND BENEFITS

This at-will position's starting salary will be \$130,000-\$140,000, with the top of the range at \$170,000. The City of Northglenn offers a very generous benefits package. Further details on city provided benefits may be obtained [here](#).





TO BE CONSIDERED

09.

Apply Today!

This position will be considered “open” until a final selection is made. The first review of applications will occur on February 2, 2020. Candidates are strongly encouraged to apply early for optimal consideration. Electronic submittals (strongly preferred) are to be sent to apply@publicsectorsearch.com and shall include a compelling cover letter, comprehensive resume, and list of references. Only the most highly qualified candidates will be invited to participate in the selection process. After the selection, an offer will be made contingent on the successful completion of the postoffer/hiring process as required by the position: agility test, reference checks, background checks, driving check through DMV, CVSA/polygraph, psychological, medical examination, drug screen, and fingerprint checks through CBI/FBI. Ideally, the new Deputy Chief will join the City of Northglenn in late February or early March 2021 or upon a mutually agreed date.



APPLY WITH CONFIDENCE

Candidates should direct inquiries and questions regarding this position or the recruitment process to:

Public Sector Search & Consulting, Inc.

Gary Peterson (Chief of Police, Ret.)
President / CEO

gary@publicsectorsearch.com

Mobile: (916) 622-5323 | Office: (916) 789-9990



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