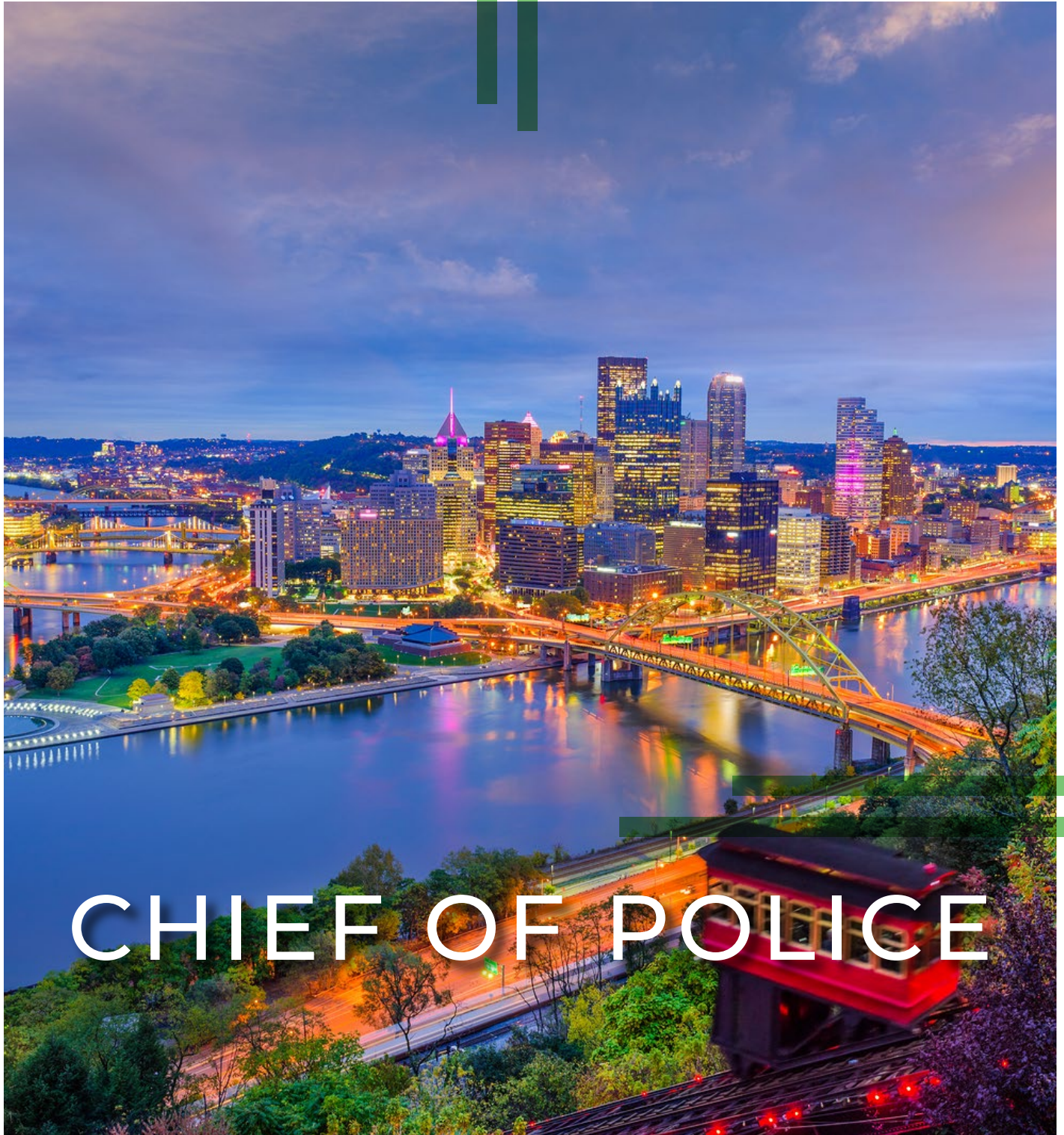
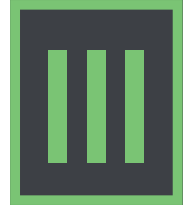


A NATIONAL SEARCH
is underway for a new Chief of Police

Pittsburgh, Pennsylvania



CHIEF OF POLICE

THE CITY OF PITTSBURGH, PA

THE 01. OPPORTUNITY



A search is underway to attract a highly qualified candidate to lead the Pittsburgh Bureau of Police (PBP) into the future.

In this challenging time for American law enforcement, this is a rare and incredible opportunity to lead one of the nation's top law enforcement agencies in a city eager to make comprehensive and positive changes that build both community trust and ensure public safety.

Pittsburgh is seeking a dynamic individual, capable of developing an effective relationship with the community while building a comprehensive support team around the agency. Like many urban cities across the country, Pittsburgh has its challenges with violent crime. The next chief will be expected to get to the root cause of this historical problem using 21st-century policing solutions and practices. The city created a [Plan for Peace](#) to begin this endeavor. Pittsburgh seeks a leader who can strike a balance between addressing the needs of the men and women of PBP and ensuring all members are held accountable when they fail to uphold the values of the agency.



02. CITY GOVERNMENT

The City of Pittsburgh operates under a strong mayor and city council form of government.

The City Council is the city's legislative body while the Mayor serves as the city's chief executive. The nine City Council members each represent unique and shared concerns for a safer Pittsburgh. The City Council carries out duties in accordance with the Home Rule Charter, and the laws of the state, and is primarily responsible for making laws that govern the City of Pittsburgh. Mayor Ed Gainey assumed office in 2022 and has a vision for Pittsburgh that includes being a safe city where no one lives in fear of crime or the police. To achieve this goal, he developed meaningful strategies relating to Public Safety, the Economy, Housing, the Environment, Education, Mobility, and the Youth. For more information on the Mayor's priorities, [click here](#).

THE 03. COMMUNITY

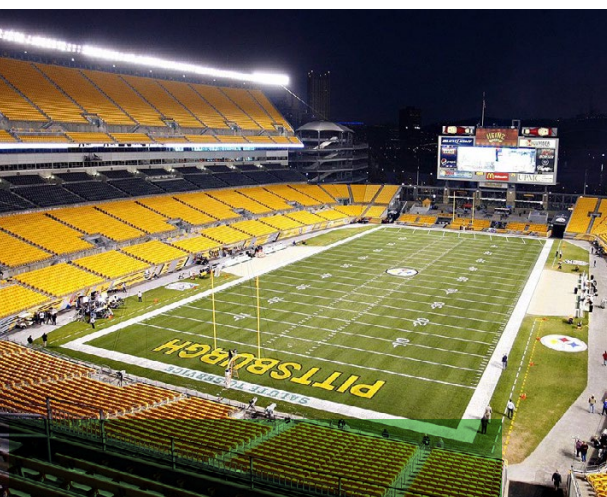
Pittsburgh is the second most populous city in Pennsylvania with 300,000 residents who live within the city's fifty-eight square mile boundaries.

Known as a melting pot of cultures and lifestyles, Pittsburgh is home to ninety different neighborhoods.

Pittsburgh hosts a high concentration of influential nonprofits and, as an international center of emerging information technology, is home to companies such as Duolingo, one of Google's national offices, a Facebook Reality Lab, and multiple autonomous vehicle development efforts. Pittsburgh was recently ranked 13th among emerging global startup ecosystems (and 5th in North America). The city also has a long history in banking and manufacturing and is becoming a leader in advanced manufacturing technologies and nanotechnology.

While still a work in progress, the city's reinvention since its days as a smoky steel town has received national acclaim. Known as the City of Champions, Pittsburgh was named by LinkedIn as a top city to launch a career, and U.S. News & World Report lists it as a top place to retire. With an extensive network of urban parks, as well as world-class arts and cultural intuitions, Pittsburgh feels like a big small town. It has all the advantages of a large city, along with Midwestern friendliness and East Coast vibrancy.

Pittsburgh is a diverse city with residents who identify as white, (65.4%), Black or African American, (22.9%), Asian, (5.6%), two or more races, (4.8%) and Hispanic or Latino (3.5%).



THE POLICE BUREAU 04.

At full staffing, the Pittsburgh Bureau of Police has 900 sworn law enforcement officers and nonsworn employees.

This search arises after the retirement of Scott Schubert, who served the community for 30 years, with the last five and a half as the Chief of Police. The agency's mission and value statement are based on the pillars of Accountability, Integrity, and Respect.



PITTSBURGH BUREAU OF POLICE

The Code of Ethics establishes our core ideology, consistent with the highest ethical standards of policing.

Our Vision Statement describes what we, as an organization, seek to achieve.

Our Mission Statement describes what we exist to do.

Our Core Values and Guiding Principles shape our conduct, both on and off duty.

Our Manual of Procedural Orders exists to guide our performance for situations most likely to be encountered in the course of our duties.

The Chief of Police is appointed by the mayor and confirmed by the city council. The Chief is supported by a Deputy Chief and four Assistant Chiefs. The Assistant Chiefs each lead and manage one of three sections of the Bureau: Investigative, Operational, or Administrative. The Chief also reports to the Director of the Department of Public Safety. The major divisions and activities of the PBP include the following:

- Major Crimes
- Crime Analysis
- SWAT
- Narcotics & Vice
- Fusion Center
- Traffic
- Operations/Zone
- Intelligence
- Arson/Auto
- Training Academy
- Real Time Crime Center
- Community Outreach

Like many agencies across the country, PBP has implemented several reform measures over the past few years and the next chief will be expected to continue those efforts while working to develop a strong public health-centered model of public safety. The next chief will need to provide strong leadership to address morale and staffing issues while working with elected officials and all stakeholders to reimagine public safety in Pittsburgh.

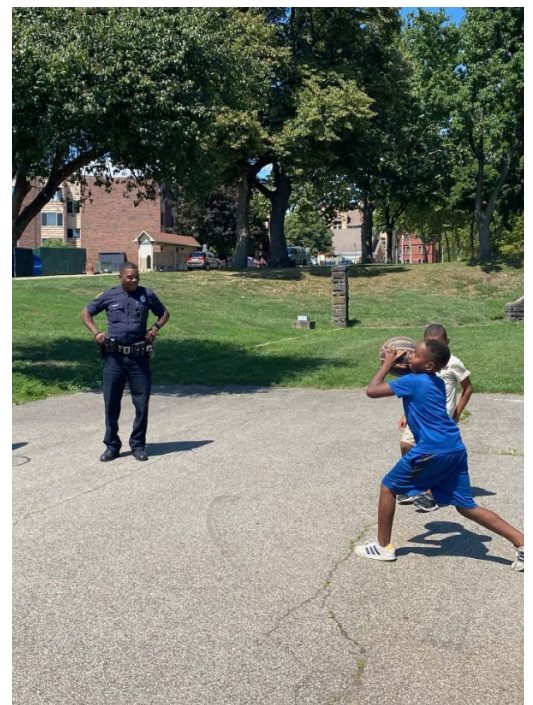
The PBP will continue to strive to be reflective of the community as it actively works to recruit new officers to fill its current vacancies. Their recruitment efforts can be found [here](#).



05 KEY CHALLENGES AND OPPORTUNITIES

The next police chief will have several challenges and ample opportunity to address issues important to the community and the department. The Chief will need to:

- Understand the tenets of 21st-century policing and be prepared to go beyond traditional policing reform strategies.
- Conduct a top-to-bottom assessment of the agency to ensure its operation reflects current national best practices. Key points of emphasis will include policy and training review.
- Develop a working relationship with The Fraternal Order of Police for the PBP. The agency has a very strong and proud union leadership and developing a mutually respectful relationship is critical for productivity.
- Ensure there are initiatives in place to advance diversity at all levels of PBP.
- Work collaboratively to build a crime control model that addresses violent and property crime.
- Work in partnership with non-law-enforcement service providers and agencies to address drug overdoses, homelessness, and other social issues facing the city.
- Utilize an intelligence-led policing model to support data-informed policing initiatives.
- Ensure the agency has an accountability structure that consistently supports officers when they are right and holds them accountable when they are wrong.
- Develop and expand youth initiatives that are working and partner with community organizations to advance such initiatives.
- Take the opportunity to create initiatives that assist community members afflicted with disabilities. This will include but is not limited to training and providing services to this often-overlooked community.



06 IDEAL CANDIDATE

The Chief of Police will be forward-thinking, focused, and driven to ensure department policies and actions are consistent with the progressive policing practices and new innovative approaches appropriate in today's world.

The Chief will represent continued progress and positive movement toward better service delivery to all neighborhoods. The next Chief will also be:

STRATEGIC

The ideal candidate will play a significant role in all police reforms and, in particular, reimagining public safety by providing expertise and insight from the perspective of a police executive. The Chief will evaluate the department's operations and work to implement new initiatives to improve how services are delivered. The ideal candidate will maximize the department's capabilities to advance community policing and crime reduction strategies while emphasizing accountability and transparency.

The selected candidate will have a track record of promoting diversity within the department and demonstrate a genuine cultural competency that will allow the chief to navigate issues while respecting individual differences.

The The Chief must be open-minded and ready to engage in a dialogue that challenges conventional wisdom and embraces alternative response programs as a component of public safety.



INSPIRATIONAL

The Chief of Police for the PBP will be both an inspirational leader and an experienced executive who will inspire confidence and trust from the community and earn the respect of both sworn and civilian employees. The top candidate will be an individual who is empathetic, compassionate, respectful, honest, and ethical. The ability to build strong and genuine connections with an engaged community and department is essential for a candidate's success. The selected candidate will be a good listener and will be approachable, responsive, and open to feedback.

ENGAGING

The new Chief of Police will proactively address internal and external challenges and make tough decisions while advocating for department members and the community. The Chief will always be transparent, valuing trust over any short-term gain in public perception or image. The Chief will embody the philosophy of openness and expect the same from his/her command staff. The Chief will set an example for the command staff by being visible and engaging in all segments of the community.





07. QUALIFICATIONS

EXPERIENCE

At least ten (10) years of increasingly responsible command and supervisory experience in municipal law enforcement, including five (5) years of administrative responsibility. Candidates should have a proven track record of working effectively in a culturally and ethnically diverse community. Experience should also include developing and implementing innovative community policing and crime control strategies.

EDUCATION

A Bachelor's Degree from an accredited college or university with major coursework in a subject related to the position. A Master's Degree in public administration or a related field is highly desirable. Advanced training such as the FBI National Executive Institute, FBI National Academy, PELI Program, Southern Police Institute, or PERF's Senior Management Institute for Police is considered a plus.

CERTIFICATION

Must be a certified peace officer or have the ability to obtain certification as required by the Municipal Police Officers' Education and Training Commission. This is highlighted in Act 120.

COMPENSATION AND BENEFITS

The salary range for the Chief of Police is up to \$180k annually and placement is based on qualifications and professional achievements. In addition, the position offers a generous executive benefits program. Prospective candidates should contact the recruiting firm for more information about benefits.

NOMINATION AND APPLICATION PROCEDURES

08.



APPLY TODAY!

Candidates are encouraged to apply immediately by submitting a comprehensive resume, compelling cover letter, and list of professional references via email to apply@publicsectorsearch.com.

References will not be contacted until mutual interest has been established. Candidates are asked to apply by February 24, 2023. This position will be considered open until a final selection is made.

Public Sector Search & Consulting will conduct preliminary interviews as applications are received. Only the most highly qualified candidates will be invited to participate in the City's selection process in early March 2023. After a selection has been made, an offer will follow, contingent on the successful completion of the remainder of the City's hiring process.



APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

Office: 916.789.9990

www.publicsectorsearch.com

Mr. Gary Peterson, Chief of Police (ret.) - President/CEO

916.622.5323 (mobile)

gary@publicsectorsearch.com

or

Mr. Kenton Buckner, Chief of Police (ret.) – Senior Consultant

kenton@publicsectorsearch.com

502.794.1943 (mobile)



Raising the bar for Public Sector Search

ADDRESS

6520 Lonetree Blvd.
Suite 1040
Rocklin, CA 95765

PHONE & FAX

Phone (916) 789-9990
Fax (916) 290-0201

WEB & EMAIL

Email info@publicsectorsearch.com
gary@publicsectorsearch.com
Web publicsectorsearch.com

 **Public Sector**
SEARCH & CONSULTING