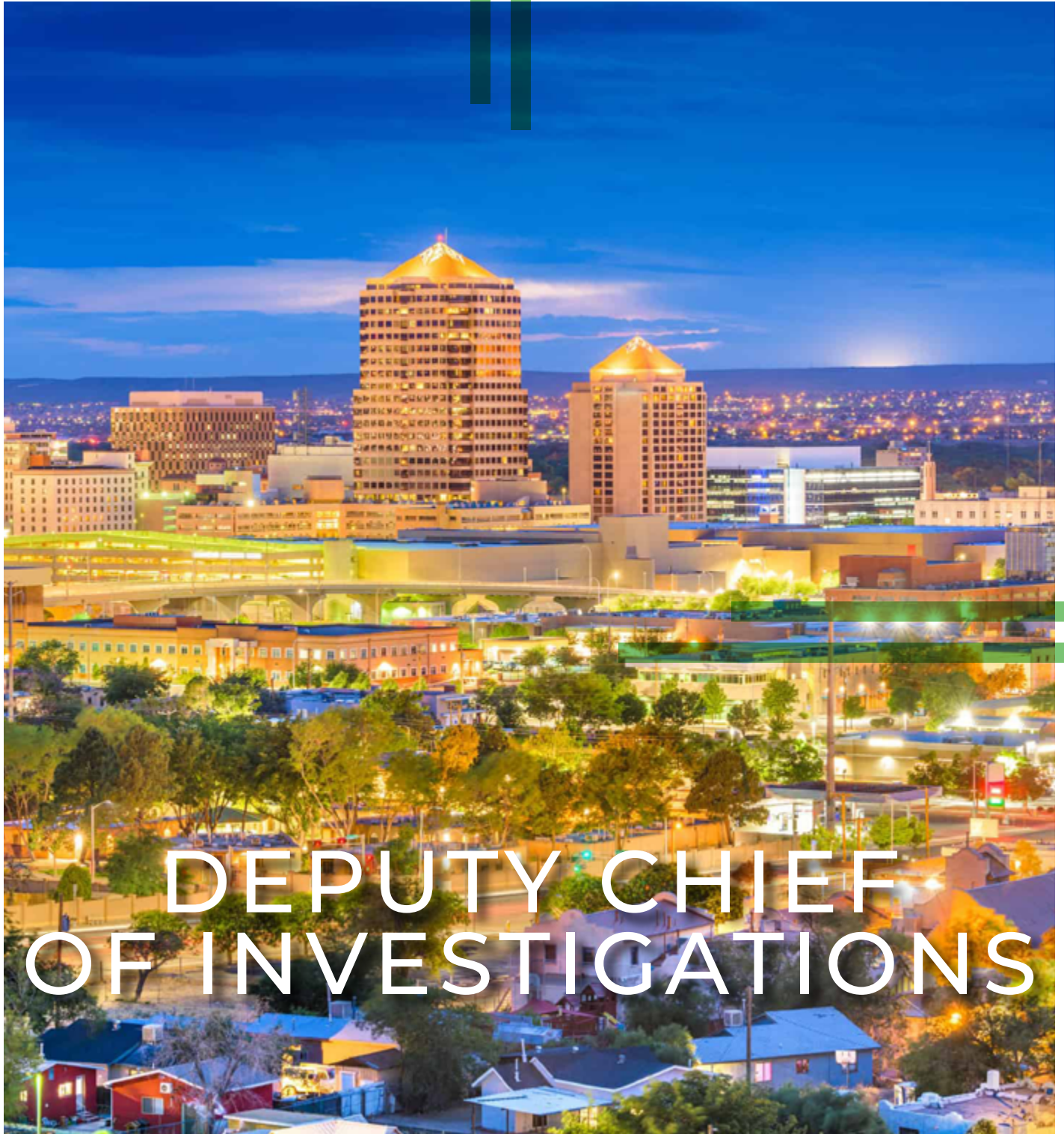


A NATIONAL SEARCH
is underway for a new
Deputy Chief of Investigations

City of Albuquerque, NM



**DEPUTY CHIEF
OF INVESTIGATIONS**



THE CITY OF
ALBUQUERQUE, NM



01. AN EXCITING OPPORTUNITY

A national search is underway to attract a Deputy Chief of Police to lead the Investigative Bureau of the Albuquerque Police Department (APD).

While this is an opportunity to lead a bureau of a major U.S. city, this moment comes at a time of historic social awakening about systemic racism, protests, political unrest, and segments of the community questioning the role of police in public safety. The selected candidate must be a critical thinker, exceptional communicator and able to motivate, supervise and evaluate personnel with integrity and accountability. The Deputy Chief will be expected to lead the Investigations Bureau, examine internal policies, practices, and systems to improve investigative outcomes. Successful candidates will have an exceptional career history in a major metropolitan area and will be an engaging leader and professional police executive. The Deputy Chief is part of Chief Harold Medina's command staff and as such will be expected to work with the community, city leadership and stakeholders to improve public safety in Albuquerque.

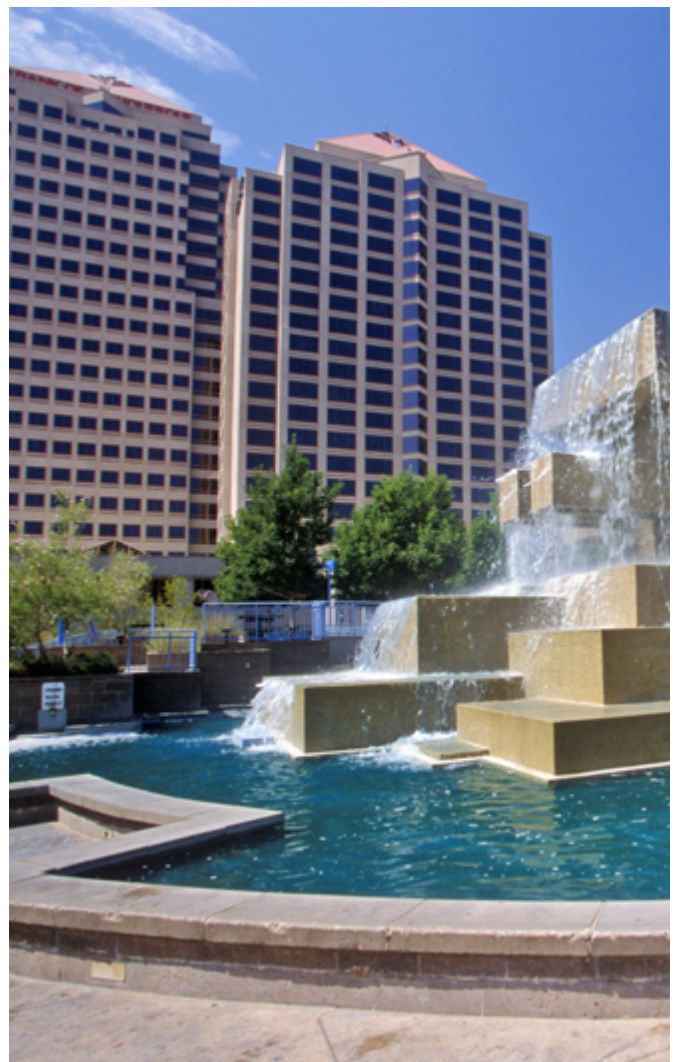


02. CITY GOVERNMENT

Incorporated in 1891, the City of Albuquerque is governed by a City Council comprised of nine part-time Councilors who are elected on staggered terms every four years. The Council functions as a parliamentary or congressional style legislative body, proposing bills and passing laws to help govern the City.

The Mayor serves as the Chief Executive Officer with all executive and administrative powers of the City and does not hold other employment. The City Charter establishes the Executive Branch of the city government, which the Mayor controls and oversees. The Mayor is authorized to delegate executive and administrative power within the Executive Branch.

City operations are supported by a FY 2021 total budget of \$1.1 billion and a general fund budget of \$595.1 million. More information about the City of Albuquerque's operations can be found at cabq.gov.





03. THE COMMUNITY

Located in north-central New Mexico, the City of Albuquerque was founded in 1706 and is one of the nation's oldest inland communities.

With a population of 560,513, it is the biggest city in the state—residents find that the cost of living is very reasonable in this culture-rich community of the Southwest. Albuquerque gets four seasons a year and averages 310 days of sunshine. With stunning landscape and endless parks, including the well-known Petroglyph National Monument Park, outdoor recreational activities are limitless. The Sandia mountains and Rio Grande river offer amazing views.

Yearly festivals and cultural events, such as the New Mexico State Fair and the International Balloon Fiesta, create a fun and friendly community. People enjoy visiting the historical Old Town, where Adobe buildings span 10 blocks, and touring popular museums such as the Maxwell Museum of Anthropology, Indian Pueblo Cultural Center and the New Mexico Museum of Natural History. The City is also home to the University of New Mexico (known for its departments of medicine and engineering), as well as four other colleges.





04. THE DEPARTMENT

The APD provides quality law enforcement services to the citizens of Albuquerque by working with neighborhoods to identify and abate conditions that contribute to crime.

The newly created Superintendent of Police Reform is responsible for three divisions and a Community Engagement Liaison. The divisions include the Police Academy, Internal Affairs/Professional Standards and Internal Affairs/Force Investigations. With a 2021 budget of \$180.3 million, APD employs 1,460 sworn and civilian employees who work in the Office of Police Reform or one of four bureaus as follows:

- The **Field Services Bureau** is the largest bureau and includes six area commands.
- The **Special Operations Bureau** includes Homeland Security, Metro Traffic, Operations Review, Special Operations, and the Emergency Response Team.
- The **Management Services and Support Bureau** is responsible for the Real Time Crime Center, the Prisoner Transport Unit and Aviation.
- The **Investigative Bureau** is staffed with 178 sworn and 130 civilian staff who work in one of the following four divisions, each led by a commander who reports to the Deputy Chief of Investigations:
 - » The Criminal Investigation Division oversees investigations into violent crimes against persons. This division includes the Homicide Unit, Armed Robbery Unit, Missing Person(s) Unit, Sex Crimes Unit and Crimes Against Children Unit. The Division also includes MATF (Multi-Agency Task Force: investigating officer involved shootings and in custody deaths).
 - » The Criminal Enforcement Division investigates property crimes such as auto theft and organized property crimes. This Division also includes APD's various "IMPACT" teams and the Violence Intervention Program, which works closely with Field Services.
 - » The Investigative Services Division includes APD's Gang Unit, Narcotics Unit, Intelligence Unit, Gun Violence Reduction Unit and other support divisions that assist with investigations.
 - » The Scientific Evidence Division includes the criminalistics laboratory (DNA Unit, Latent Fingerprint Unit, Firearms and Toolmarks Unit, Chemistry Unit, New Mexico DNA Identification System Unit and Quality Control Section). It also includes the Major Crime Scene Team, Physical and Digital Evidence Units, Crime Scene Specialist Unit, Identification Unit, Forensic Photo and Digital Image Unit, Crime Gun Intelligence Unit, and the Video Recovery Team.

The APD is under a court-approved settlement agreement with the U.S. Department of Justice. The Deputy Chief is expected to provide strong, reform-minded leadership as APD works to achieve and maintain compliance with the settlement agreement.



05. THE POSITION

The Deputy Chief of Investigations, in concert with the other deputy chiefs, assists and supports the Chief of Police in the overall management and administration of the APD.

The Deputy Chief will be tasked with leading innovation and creativity within the APD 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 APD's culture with the organizational values.

Responsibilities include but are not limited to:

- Assist in planning, staffing and directing police activities
- Coordinate, prepare and administer the budget for the APD
- Aid in administration of departmental and divisional budgets
- Conduct administrative studies of management problems and concerns
- Develop comprehensive programs designed to effectively correct operational deficiencies
- Make recommendations on APD performance ratings, disciplinary actions and related matters
- Ensure the APD meets objectives and goals set forth by city council
- Evaluate and develop APD's best training practices
- Represent the APD at various meetings to promote the APD's mission and goals, in an effort to foster mutual trust between the community and the department



06. THE IDEAL CANDIDATE

The position requires a strategic leader who is innovative, proactive and forward-thinking.

The ideal candidate will be passionate about policing and have an open and collaborative management style and exceptional communication skills. He/She will be a good decision maker with an infectious “can do” attitude that inspires others to accept and manage change while upholding high-performance expectations.

The ideal candidate will have:

- A clear understanding of the President’s Task Force Report on 21st century policing, constitutional policing, procedural justice and building trust and legitimacy in a community
- Solid knowledge and experience of the principles of community policing programs and the U.S. Department of Justice settlement agreements
- Advanced knowledge of crime prevention and law enforcement strategies
- Hands-on experience utilizing a centralized technology center (e.g., Real Time Crime Center) to direct proactive, predictive and preemptive policing concepts

He/she will be well versed in:

- The principles of quality victim services, including understanding specific challenges related to mental health, homelessness and interpersonal violence and sexual assault
- The needs of businesses in Albuquerque’s tourism-based community and how this impacts public safety
- Practices of organizational management and leadership of a large law enforcement agency

- Applicable federal, state and local laws and regulations
- Collective bargaining agreements

He/she will have the ability to:

- Effectively direct, plan and organize the activities of assigned division managers/ personnel within a large police department
- Critically analyze problems, identify alternative solutions and make educated recommendations to the Chief of Police in support of APD’s goals
- Effectively implement, facilitate and expand community policing initiatives
- Weigh risks and consequences and make clear decisions
- Equitably interpret and apply City policies, procedures, rules and regulations
- Diffuse conflict and gain cooperation through discussion and persuasion
- Motivate, select, supervise and evaluate personnel with integrity and accountability
- Promote fiscal responsibility
- Develop and maintain effective partnerships with community groups
- Perform the essential functions of the job with or without reasonable accommodation



07.

QUALIFYING CRITERIA

EDUCATION

Graduation from an accredited college or university with a bachelor's degree in criminal justice or related field, or significant equivalent training in police or law enforcement that demonstrates the applicant's career potential. Master's degree and/or advanced training from Northwestern Staff & Command, FBI National Academy or the Police Executive Research Forum's Senior Management Institute for Police is considered a plus.

EXPERIENCE

Seven (7) years of progressively responsible law enforcement management/supervision experience (preferably in a major metropolitan area, performing at or above the rank of captain/ commander or equivalent for at least three (3) of the seven (7) years).

OTHER REQUIREMENTS

The successful candidate must be able to:

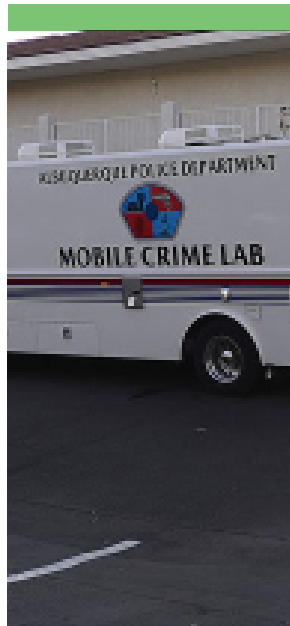
- Successfully pass a background investigation.
- Obtain a New Mexico Driver's License.
- Obtain a New Mexico Law Enforcement Certification. Candidate must currently hold a law enforcement certification and be eligible to qualify for the New Mexico Law Enforcement Certification by Waiver course (Non-NM applicants).

08.

COMPENSATION & BENEFITS

The starting salary for this at-will position is \$130,000-\$140,000. The City of Albuquerque offers a generous benefits package. Details regarding the benefits will be provided by the recruiter.





09. APPLY TODAY

This position will be considered “open” until a final selection is made. Applications will be reviewed upon submission. Candidates are strongly encouraged to apply immediately for optimal consideration.

Electronic submittals (strongly preferred) are to be sent to apply@publicsectorsearch.com and shall include a compelling cover letter, a comprehensive resume and a 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 that is contingent on the successful completion of a pre-offer and post-offer/hiring process as required by the position, including: oral board, agility test, reference checks, background checks, driving check through DMV, CVSA/polygraph, psychological and medical examination, drug screen and fingerprint checks through CBI/FBI.

Ideally, the new Deputy Chief will join the City of Albuquerque in June or July 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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