

# Assistant Chief Fort Collins, Colorado



**Salary Hiring Range: \$123,000 to \$140,000 DOQ**

**Deadline: August 11, 2018**

**Apply at: [apply@krw-associates.com](mailto:apply@krw-associates.com)**

## The Opportunity

The Fort Collins Police Service is seeking **two** contemporary professional law enforcement leaders. Candidates must have a demonstrated record of leadership founded upon the values of respect, integrity, service, and engagement. Additionally, candidates must have a record of respect for diversity in the workplace along with a commitment to proactive, hands-on, participative management and possess excellent interpersonal, problem-solving, communication, and financial management skills.

Police Services seeks people who want to accept the challenge of reducing crime, reducing the fear of crime, and enhancing the quality of life in our community. If you are interested in working in partnership to protect and serve our community with professionalism, integrity, and honor, then Fort Collins Police Services is the place for you.

The successful candidates must have demonstrated achievement in community-policing and problem-solving, utilizing data to reduce crime, disorder, and traffic problems. An Assistant Chief will have a varied professional background including operations, investigations, and administration with demonstrable success working with a diverse community and in direct collaboration both within the agency and externally.

## The Position

- Has historically been appointed by the Chief of Police as a member of the Executive Staff (Deputy Chief of Police, Assistant Chiefs, and Director) from within the ranks of the department. This announcement opens the process to eligible law enforcement leaders nationwide.
- Reports to the Chief of Police.
- Serves in one of three Sworn Divisions of Police Services. Those Divisions include: Patrol, Community & Special Services, and Criminal Investigations.
- Participates in the collaborative executive leadership of the agency while having direct responsibility for the overall planning, direction, budget, coordination, discipline, and evaluation of an assigned Division.
- Is required to serve as the Acting Chief of Police in the absence of the Chief and Deputy Chief.
- Represents the Chief of Police and Police Services at a variety of community meetings and Fort Collins City Council meetings.
- Interacts with other City departments to further City-wide goal accomplishment.
- Leads and coordinates groups on a variety of issues within the Division, Agency, and City.
- Must be able to render credible testimony in judicial and administrative proceedings.
- Must reside within 5 miles of the City limits.

## The Community

Located in Northern Colorado, Fort Collins is home to Colorado State University, many technological firms, and an outstanding public school system. Nestled at the base of the Rocky Mountains, Fort Collins offers exciting recreational opportunities, unique cultural offerings, and is a regional center for employment and shopping.

During the year, live music and entertainment, as well as great local dining, is available throughout the historic downtown area. Fort Collins offers the convenience of a small town with all the amenities of a large city.

This rapidly urbanizing community operates under a sophisticated and comprehensive development plan and is a full-service city offering more than 600 acres of parks and 20 miles of off-street recreation trails. With a population of over 171,000, residents enjoy an average of 300 days of sunshine each year and access to natural areas, golf courses, recreation centers, and public transit. If you are seeking the Colorado lifestyle in a community in which you can reinvent and reinvigorate yourself, then Fort Collins is your city.

## The Organization

Fort Collins Police Services is a progressive and professional organization, currently employing 220 officers and 115 civilian staff with a budget in excess of \$43 million. Fort Collins Police Services is accredited through the Colorado Association of Chiefs of Police and its communication center is an Accredited Center of Excellence in Emergency Medical Dispatch (EMD) by the International Academies of Emergency Dispatch.

Our vision is to make Fort Collins the safest community in the nation through professional and compassionate police services. We focus on our values of respect, integrity, service, and engagement as we serve the community and promote the safe and equitable treatment of citizens. The City of Fort Collins is a great place to work and is known as an employer of choice to attract, retain, engage, develop, and reward a diverse and competitive workforce to meet the needs of the community now and in the future.

## Competencies and Personal Characteristics

- Honest and accountable.
- Collaborative work style with an ability to be part of the Agency's Executive Staff.
- Experience identifying necessary changes and leading an organization through the change process.
- Political acumen—ability to effectively maneuver complex political situations.
- Aptitude for creating partnerships that improve community health and safety.
- Demonstrated competencies in visionary, effective, and engaged police leadership.
- Exceptional organizational and management skills.
- Extensive experience in the components of contemporary policing practices in an active community.
- Experience and demonstrated success building strong relationships of trust, mutual understanding, and accountability with Executive Staff peers, employees of the Agency, City officials, members of the community, and regional partners.
- Demonstrated ability to collaborate effectively with members of a collective bargaining unit.
- Excellent internal and external communication skills.
- A demonstrated commitment to department-wide equity and inclusiveness beginning with personal cultural awareness and sensitivity.
- Strong interpersonal skills and a demonstrated commitment to being visible, available, and approachable within the department and in the community.
- A genuine commitment to leading an open and transparent police department.
- A proven commitment to personal and staff development and progressive department-wide training that is consistent with, and responsive to, the needs of the community.
- Demonstrated ability to establish outcome-based objectives using a data driven approach to improvement, quality assurance, and policing.

## Minimum Qualifications

- Bachelor's Degree from an accredited college or university required.
- Must be a recognized law enforcement officer who has, at a minimum, served at the rank (or equivalent) of sergeant and/or lieutenant in a law enforcement field with the ability to become a sworn member of Fort Collins Police Services.
- Must have a minimum of 7 years of progressively responsible supervisory/management experience.
- Valid Colorado driver's license or the ability to obtain one within 30 days of selection/hire.

- Colorado POST certified Peace Officer or certifiable within one year of selection/hire.

## Preferred Qualifications

- Master's degree in a related field from an accredited college or university is highly preferred.
- Executive or command experience is highly preferred.
- Executive Law Enforcement/Government Training highly preferred.
  - Police Executive Research Forum - Senior Management Institute for Police,
  - FBI-National Academy,
  - Northwestern University Center for Public Safety – School of Police Staff and Command,
  - Harvard's Senior Executives in State and Local Government, or
  - Similar Command College/Training.

## Compensation

The salary hiring range is \$123,000 to \$140,000 depending on qualifications, with an excellent benefit package including:

- Take-home assigned vehicle
- Issued firearms
- Issued uniforms and clothing allowance
- Medical Insurance
- Dental Insurance
- Vision Insurance
- Flexible Spending Accounts
- Paid Sick Leave
- Paid Holidays (9 designated days)
- Paid Vacation
- Life Insurance
- Employee Assistance Program
- Fitness Program with Awards
- Back-up Child & Adult Care & Referral Service

## How to Apply

Applications will be accepted electronically from July 11, 2018 to August 11, 2018, by KRW Associates, LLC, [apply@krw-associates.com](mailto:apply@krw-associates.com) and must include a cover letter, resume (with salary history), and 6 professional references. The City of Fort Collins is an equal opportunity employer. **Questions** should be directed to Ron Sloan, KRW Associates Managing Partner at [info@krw-associates.com](mailto:info@krw-associates.com) or (303)325-1113 or Barbara Smith at 708-466-8768.

