

## Chief of Police Boulder, CO

A national search is underway to attract a highly qualified candidate to lead the Boulder Police Department (BPD). Appointed by the City Manager, the Chief of Police is responsible for BPD's relationship with the entire community and the overall leadership, culture, performance, and efficiency of the department. This is an incredible opportunity for a strong and collaborative police executive who will focus on innovation and equity to improve how police services are provided to the community. Boulder seeks a leader who is fair, professional and treats everyone with dignity and respect. It is paramount that the Chief can build trusting relationships, both internally and with the community. With a budget of \$37.2 million, 184 commissioned officers and 105 non-commissioned employees, the selected candidate will embrace innovation and genuinely support collaboration at all levels. The Chief will champion the great work of staff while ensuring the implementation of best practices that are appropriate in a modern, progressive police department. The Chief also will provide clear expectations, will be honest, fair and hold staff accountable. A commitment to racial equity initiatives and experience collaborating on issues including mental health, substance abuse and homelessness are essential.

The most competitive candidates for the Chief of Police position will possess at least 10 years of progressively responsible law enforcement experience, including senior executive assignments, leadership in community policing and crime reduction efforts. It is preferred that this experience is with a similar-sized or larger department in a metropolitan area. A Bachelor's degree, preferably augmented by graduate studies, is highly desirable. The City of Boulder will encourage residency within the city limits through a housing incentive or allowance. The hiring range for this at-will position is \$170,000 - \$190,000 annually, with placement depending on qualifications, salary history and accomplishments. Compensation will be augmented by an excellent benefits package. The position does require the ability to obtain certification as a police officer in Colorado. The position is considered "open" until a final selection is made. While submittals are being accepted until February 7, 2020, candidates are strongly encouraged to apply early for optimal consideration. Only the most highly qualified candidates will be invited to participate in the selection process anticipated in late February 2020. Electronic submittals are to be sent to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com)

and must include a compelling cover letter, comprehensive resume, and list of professional references. References will not be contacted until mutual interest has been established. Confidential inquiries are welcome and encouraged to Mr. Gary Peterson at (916) 622-5323 or [gary@publicsectorsearch.com](mailto:gary@publicsectorsearch.com) at Public Sector Search & Consulting, Inc.

The brochure for the position can be viewed at <https://www.publicsectorsearch.com/jobs/>

RaShall,

I am a retired chief, now a recruiter, helping police executives find challenging opportunities. Like you, I am also friends with Larry Sciroto.

I'm doing the chief of police search for Boulder, CO and they have some intriguing issues...internal and external communications, race and gender equity internally, technology, training and morale. The brochure can be viewed at <https://www.publicsectorsearch.com/jobs/>.

If you read it and would like to have a conversation, please text or call.