



**Title:** Chief of Police

**Posting No.:** 00719

**Posting Dates:** 08/14/2024 – 09/11/2024

Red Rocks Community College exemplifies extraordinary. We are dedicated to our [Vision and Mission](#), which promote student achievement, staff empowerment, and community engagement. We live our values: Integrity, Collaboration, Learning, Inclusiveness, and Communication.

RRCC seeks applicants who understand and have first-hand experience working with diverse populations, which may include but are not limited to, historically marginalized populations such as people of color, LGBTQ+ community members, veterans, first generation graduates, and people with disabilities.

### **Job Summary**

The Chief of Police is responsible for the comprehensive administration, planning, and direction of the Campus Police Department. This role encompasses oversight of police services, crime prevention, community policing, traffic control, and other public safety activities across the Lakewood and Arvada campuses. Monday through Friday, 8:00 am to 5:00 pm. May require hours outside of regular office hours. May require work at both campuses. May require travel between campuses

A successful candidate possesses knowledge of the criminal justice system and its application, strong leadership and communication skills, demonstrated budget discipline and fiscal management and is at ease with the following: Navigating the criminal justice system in a campus setting and building and maintaining relationships.

### **Knowledge, Skills & Abilities**

- Knowledge of criminal justice system and its application in a campus environment.
- Strong leadership and communication skills
- Ability to establish and maintain effective working relationships with subordinates, college staff, and other law enforcement partners.
- Ability to work effectively in a team environment.
- Demonstrated ability in effective personnel recruitment, retention, and discipline.
- Must be an approachable leader whose decision-making encompasses flexible community-oriented solutions.
- Demonstrated budget discipline and sound fiscal management.
- Has a forward-thinking approach to campus law enforcement.

### **Required Qualifications**

- Bachelor's Degree in related field or equivalent combination of education and experience.
- Current Peace Officers Standards and Training (POST) certification or ability to obtain current POST certification prior to the date of hire if certification has lapsed.
- Five years progressively responsible law enforcement experience including supervision of officers and civilian personnel.
- Experience in policy/program development within a police department.
- Experience in Emergency Management Planning and involvement in ICS programs or procedures.

## Preferred Qualifications

- At least seven years leadership and management experience within a law enforcement agency.

## Physical & Cognitive Demands

The following are some of the physical and cognitive demands commonly associated with this position.

- Occasionally moves, positions, and transport standard office supplies and equipment weighing up to 10 lbs.
- This is largely a sedentary role. This position operates in an office environment and constantly uses a computer, and routinely uses standard office equipment including phones, copiers, etc.
- The person in this position constantly communicates with internal and external constituents and students. Must be able to exchange accurate information in these situations.
- Cognitive demands include comparing, copying, computing, compiling, analyzing, coordinating, synthesizing, negotiating, communicating, instructing, and interpersonal skills.
- Performs all actions expected of a certified peace officer, including the ability to run, maneuver, physically restrain individuals, and remain proficient with firearms and other defensive weapons.
- Remain current each calendar year in training required by the Colorado POST Board.

## Reasonable Accommodation Statement

Red Rocks Community College provides reasonable accommodations to applicants and employees with disabilities on a case-by-case basis. If you need a reasonable accommodation for any part of the application and hiring process and/or during the course of employment, please contact Jennifer Matthews, Executive Director of Human Resources, at (303) 914-6298 or [Jennifer.Matthews@rrcc.edu](mailto:Jennifer.Matthews@rrcc.edu).

## Starting Salary \$100,000 - \$110,000 / annually

Starting salary is determined by education and experience in accordance with our compensation plan. This is a full-time, FLSA-exempt position. This position has been exempted from the State Classified System.

## To Apply

All applicants must submit:

1. Resume
2. Detailed letter of interest (cover letter) addressing the job announcement.

Candidates will be evaluated based on their qualifications as related to the duties and responsibilities of the position. Candidates may redact any personally identifiable information on their materials including but are not limited to age, date of birth, and dates of attendance and date of graduation for educational institutions. Incomplete applications will not be considered.

If you have questions regarding this position, please contact us at [HR@rrcc.edu](mailto:HR@rrcc.edu).

## Benefits

At RRCC, we value and uphold a commitment to a workplace that focuses on employees. In addition to rewarding and meaningful work, we offer a comprehensive selection of benefits to support our employees, including:

- Strong, flexible retirement benefits including [Colorado PERA](#)'s Defined Benefit Plan or Defined Contribution Plan. RRCC contributes 21.61% of your salary on your behalf. Supplemental retirement plans including 401(k), 403(b) and 457 plans are also available.
- Comprehensive [health benefits](#) including medical, dental, vision, life, and flexible savings benefits.
- Employee assistance services such as counseling, professional coaching, financial planning, and more, are available to you and members of your household at no cost through the Colorado State Employee Assistance Program ([C-SEAP](#)).

- Generous [paid time off](#) benefits including up to 15 hours of annual leave and 10 hours sick leave per month, 10 paid holidays per year, and up to 18 hours for academic and volunteer activities.
- [Tuition assistance](#) for employees and their eligible dependents at any community college within the Colorado Community College System or CCCOnline.
- State employees are eligible to participate in BenefitHub which offers discounts for retailers and services and other benefits resources.
- Employees may qualify for the Public Service Loan Forgiveness Program. Additional information about this program can be found on the [Colorado Division of Human Resources](#) website.

### **Notice to all Applicants**

- Final candidate will be subject to successful completion of a background check, and, if applicable, a motor vehicle record review.
- Former employees of the Colorado Community College System, or one of its 13 colleges, who were disciplinarily terminated or resigned in lieu of termination, must disclose this information in their application material.
- Final candidates are required to submit unofficial transcripts for non-instructional positions and official transcripts for instructional positions to Human Resources within thirty (30) days of hire.
- Direct deposit of payroll is a condition of employment.
- Red Rocks Community College participates in E-Verify.
- Red Rocks Community College is a tobacco and smoke-free campus.
- All RRCC employees, except student employees, contribute to [Colorado PERA](#) at a fixed percentage of their earnings and do not contribute to Social Security.
- Finalist must be willing to make Colorado their primary workplace.

### **RRCC/CCCS is an Equal Opportunity Employer**

Red Rocks Community College and Colorado Community College System believes when all human qualities are regarded with dignity and respect and when everyone has access to the individualized support they need, all will have the opportunity to thrive. In all aspects of the employment process, decisions are made based on merit, competence, performance and business need without regard to sex, gender, race, color, age, creed, national or ethnic origin, ancestry, physical or mental disability, familial status, veteran or military status, pregnancy status, marital status, religion, genetic information, gender expression, gender identity, sexual orientation, or any other protected status in accordance with applicable law. Our Accommodations and Non-Discrimination policies, plus other helpful information, can be found publicly at <https://www.rrcc.edu/about-us/disclaimers-and-legal-notice>.

We also believe in going further. At RRCC we have a focus on equity and belonging. We strive to create a community in which everyone feels respected and valued for their unique talents and contributions, and where people from all backgrounds are able to achieve their goals. Red Rocks Community College acknowledges that inclusion and equity are multifaceted and complex concepts, and that our efforts in these areas will require innovation, intention, and an institutional commitment to these principles, across our entire college community.

Red Rocks Community College is an emerging Hispanic Serving Institution (HSI). As we move toward full HSI status, we are focused on servingness and are committed to creating a learning environment where equity is expected and our Latinx students thrive.

For information regarding Red Rocks Community College Security, including Clery Act/Crime Statistics for the campuses and surrounding area, please see the <https://www.rrcc.edu/about-us/disclaimers-and-legal-notice>.