



# Chief of Police

City of Lakewood, Colorado

## Candidate Profile

The Chief of Police presents a rewarding professional challenge and opportunity. The City of Lakewood is looking for a proven leader who can join the award-winning staff and promote high expectations while fostering pride in quality policing. This highly visible position will make courageous and confident decisions, display high emotional intelligence, and demonstrate flawless and unwavering integrity. This position will provide overall leadership and management to the City of Lakewood Police Department. The Chief ensures accountability within the department and to the community. This position provides general supervision over the professional, technical, and administrative staff of the Lakewood Police Department, with direct supervision of three division chiefs, the commander of professional standards, and one administrative assistant. The Chief reports directly to the Lakewood City Manager.

The chosen candidate will provide vision, passion, and servant leadership mindset, that will provide excellent policing services to the citizens of the city, as well as a superior work environment for employees. This person must be talented at building relationships with people at all levels and of diverse backgrounds, both internal and external to the organization. This person must also be politically astute. We are looking for someone who can evaluate information and make solid recommendations to the City Manager, City Council, and Management Team.



### Chief of Police Recruitment Timeline

Early November – Zoom Interviews with Candidates  
Late November – In-person Interviews with Candidates  
Mid-December – Pre-employment screening begins  
Late December – Top Candidates participate in a Public Debate  
Mid January 2023 – Official Offer Extended

## Seeking a Chief who:

- Possesses a comprehensive understanding of the principles and practices of law enforcement, with an emphasis on community policing.
- Possesses a high degree of ethics and integrity.
- Participates as an engaged member of the city leadership team and contributes to city wide discussions and decisions.
- Enhances workplace culture with creative solutions collaboration, accountability, and minimal bureaucracy.

## Education and Experience

- A Bachelor's degree is required from an accredited college in a relevant discipline.
- A Master's degree in a field related to management is strongly preferred.
- A solid background of 10 years or more in police work with a minimum of five years of increasingly responsible senior level management experience in a metropolitan law enforcement agency.
- Experience with regionalization efforts and in-depth familiarity with accreditation principles preferred.
- Must possess valid driver's license and good driving record
- Must be certified as a Peace Officer in the State of Colorado or be eligible and can obtain certification following employment.

# Lakewood

As Colorado's fifth largest city, it is ideally located between the foothills of the Rocky Mountains and 10 minutes from the middle of the metro area. We are a forward-thinking community and a strong regional partner.

Lakewood's nearly 1,000 employees enjoy competitive pay, exceptional benefits, a work-life balance, minimal bureaucracy, and the satisfaction of helping make Lakewood a great place to work and live. The city's culture adds up to an overall work experience that inspires quality employees to turn jobs into careers. Bike racks and private showers at City Hall encourage emission-free commuting; a robust wellness program and free membership to City recreation centers supports healthy workers; and on-site professional development and flexible work schedules show employees how valued they are.

Perhaps most significant are the intangibles that distinguish this workplace: sincere and inspiring supervisors; a high work ethic and level of professionalism; commitment to service; and a relaxed, friendly atmosphere. City staff thrives on the opportunity to think creatively and offer new solutions. Recruitment and hiring efforts target not only the best qualified people, but those whose skills and work styles best complement the team.

The City of Lakewood is dedicated to upholding City values to include: Performance Excellence, Leadership, Respect and Collaboration. Best fit candidates will demonstrate innovation, customer service, dedication, passion, and engagement. All people, citizens and employees will be treated with respect, relevance, and importance.



## Police Department & History

The Lakewood Police Department has a national reputation for excellence; however, it is our relationship with the Lakewood community we are most proud of. Our agents make a positive difference in the lives of our residents and in the safety of our community. We are CALEA accredited and require a 4-year degree at hire for all sworn personnel.

We look for those with a commitment to public service, law enforcement, customer service, and those with innovative ideas. We value integrity, intelligence, and initiative.

The Lakewood Police Department began operations in May 1970 as the Lakewood Department of Public Safety, which was modeled in structure like the F.B.I., which is why our officers are called "Police Agents". While our structure is more traditional now, we have grown to a force of nearly 400 civilian and sworn employees.

A career with the Lakewood Police Department offers meaningful work, a chance to make a difference in the community, lifelong friendships, and the excitement of a career full of changing and unique, challenging experiences. We value our employees as individuals, and your skills and abilities are important to our agency *and* community. We believe in earning the trust of the public every day and inside our building, we believe in supporting each other.

## Hiring Range: \$180,000-\$215,000

The City of Lakewood offers a generous and competitive benefit package including a 13% 401(a) city contribution, and a 3% 457 city contribution.

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