

**VILLAGE OF VERNON HILLS, ILLINOIS  
CHIEF OF POLICE**

GovHR USA is honored to announce that Vernon Hills, Illinois, resident population of +26,000, seeks experienced police leaders as applicants to serve as this community's next Chief of Police. The incumbent is retiring after 40 years of police service, 17 years as the agency's Chief of Police. Vernon Hills is located in south central Lake County approximately 30 miles from Chicago's O'Hare International Airport. Vernon Hills includes a wide range of housing, excellent schools, and is the area's retail center. Vernon Hills has a total area of about 8 square miles and over 25 parks, lakes and recreational facilities operated by the Vernon Hills Park District. The Village is a regional shopping destination with nearly 3.6 million square feet of retail space including Hawthorn Mall and a variety of national retail and commercial establishments situated on both Illinois Routes 60 and 21 which attract a significant number of employees and other visitors to the community.

The Vernon Hills Police Department is staffed by 43 sworn police officers and 27 non-sworn staff. Officers/sergeants and telecommunicators are represented by two Fraternal Order of Police collective bargaining units. The Department operates with Countryside Fire Protection District a regional E911 communications center that provides police and fire dispatching services to three (3) police departments, one (1) fire department and two (2) fire protection districts.

The Village is seeking an innovative and collaborative professional with proven managerial, strong interpersonal and customer service skills. Successful candidates must have an outgoing personality and be approachable and accessible to residents, business and governmental leaders. The next Chief of Police must be open and available to all Police Department staff and Village employees, welcoming of and encouraging diversity within both the department and the community. Candidates must be committed to training, professional development and community engagement. Labor relations experience and a history of successful partnerships with Fire Departments/Districts and other municipal departments are required. Successful candidates will have sufficient experience to review organizational structure, staffing, and personnel assignments and make changes when appropriate, to insure departmental capability to carry out its mission and responsibilities in an exemplary manner. The Chief of Police must be experienced in addressing internal organizational and personnel issues present in most police agencies as well as have demonstrated ability in addressing these problems in a positive, professional, timely and impartial manner. The Chief of Police is expected to be strategic thinker, anticipating issues or trends and must be open to new approaches and technologies while also thinking beyond the walls of the Police Department, understanding the needs of the Village as a whole and of the region's public safety community.

The Chief of Police is expected to have excellent financial management skills and a clear understanding of resource limitations while avoiding micromanagement. The next Chief will possess well-developed writing and public speaking skills and the utmost integrity. Successful candidates will possess a bachelor degree in criminal justice or related fields. A masters degree is highly desired. Leadership training such as the F.B.I. National Academy, Northwestern University's School of Police Staff and Command, Southern Police Institute or similar programs is highly desirable. The annual salary range for this position is \$141,624-\$156,529. The Village of Vernon Hills also offers an attractive benefits package.

Interested professionals may submit a resume, cover letter and contact information for 5 professional references by February 28, 2017 to consultants Joe De Lopez and Lee McCann at: [www.govhrusa.com/current-positions/recruitment](http://www.govhrusa.com/current-positions/recruitment) **Electronic submissions are required.** GovHR USA Tel: (847) 380-3240 **VERNON HILLS IS AN EQUAL OPPORTUNITY EMPLOYER**