



## **Village of Northbrook, Illinois Chief of Police**

GovHR USA is pleased to announce that Northbrook, Illinois, resident population of +33,000, seeks experienced police leaders to serve as this community's next Chief of Police. The incumbent is retiring after 45 years of police service, 12 years as the agency's Chief of Police. This well-resourced community is located in northeastern Cook County approximately 25 miles from downtown Chicago. Northbrook includes a wide range of housing, excellent schools, and is the area's retail center, being home to the upscale Northbrook Court shopping center. Northbrook has a total area of about 13 square miles and is an outstanding place to live, work and play. The Northbrook Park District maintains 22 park areas, comprised of community parks, neighborhood parks, play lots and passive parks. There are many unique and premier facilities located in Northbrook which is a hub for regional sports aficionados.

The Northbrook Police Department is currently staffed by 66 full-time Sworn Police Personnel, 26 full-time Non-Sworn Civilian Personnel and 30 Part-Time Non-Sworn Personnel. The Department's FY 2018 Budget is \$14.68 M. Police Officers and Dispatchers are represented by an independent union, while Sergeants are represented by the Combined Counties Police Association. The Village of Northbrook has a Council-Manager form of government. The Chief of Police is hired by, and reports to, the Village Manager.

### **The Ideal Candidate**

The Village is seeking an innovative and collaborative professional with proven managerial experience, strong interpersonal and customer service skills.

The ideal professional background and qualifications for the Chief of Police position include:

- Will have progressively responsible leadership experience in a comparable law enforcement agency, preferably at the level of Deputy Chief or equivalent.
- 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, as well as embracing the benefits and techniques of community policing.
- Will have labor relations experience.
- Will be knowledgeable, experienced and adept at media relations.
- Must be experienced and supportive of the use of social media as an opportunity to engage Police Department stakeholders and promote the mission and goals of the Department.



- Should have a history of intergovernmental cooperation and relationship building.
- Must be knowledgeable of current best practices and policies in policing.
- 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.
- 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.
- 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.
- Is expected to have excellent financial management skills, knowledge of capital planning and project management and a clear understanding of resource limitations while avoiding micromanagement.
- Will possess well-developed writing and public speaking skills.
- Will have an excellent reputation and demonstrate a high level of integrity.

Successful candidates will possess a bachelor's degree in criminal justice or related fields. A master's degree is strongly preferred. Advanced leadership training such as the F.B.I. National Academy, Northwestern University's School of Police Staff and Command, Southern Police Institute, Senior Management Institute for Police or similar programs is highly desirable. The annual salary for this position is \$150,000 +/- dependent upon qualifications. The Village of Northbrook offers an attractive benefits package. Residency is not required.

Interested professionals may submit a resume, cover letter and contact information for 5 professional references by September 15, 2017 to consultants Joe De Lopez and Kathleen Rush at:

[www.govhrusa.com/current-positions/recruitment](http://www.govhrusa.com/current-positions/recruitment)

**Electronic submissions are required.** Telephone inquiries: GovHR USA (847) 380-3240

**NORTHBROOK IS AN EQUAL OPPORTUNITY EMPLOYER**