

SOMERVILLE, MA **CHIEF OF POLICE**



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Are you an experienced law enforcement executive who is passionate about positively impacting the lives of others? Come help shape the future of the Somerville, MA, Police Department!



The City of Somerville, Massachusetts, (population 79,815) is seeking an exceptional leader to serve as Chief of Police. The City desires a forward-thinking, progressive leader with a demonstrated commitment to community-oriented service. The next chief of police must have an established track record of ethical and effective leadership and management.

The City is seeking a collaborative, transformational leader with proven executive experience, strong interpersonal skills, and a core belief in customer service. The candidate must be a servant leader and an effective communicator who will build a positive organizational culture. The next chief must build morale as well as lead people to reach the high standards that exist within the department, the City, and community. The ideal Chief will be a proactive individual with a strong work ethic who will anticipate challenges, recommend innovative solutions, and deliver positive outcomes.



ABOUT THE CITY

Somerville is a city located directly to the northwest of Boston, and north of Cambridge, in Middlesex County, Massachusetts. Somerville is bordered by the cities of Cambridge, Medford, Everett, Arlington and the Boston neighborhood of Charlestown. It is located on the west bank of the Mystic River. With an area of 4.12 square miles, the city has a density of 19,671/sq mi making it the most densely populated municipality in New England and the 16th most densely populated incorporated municipality in the country. In 1972, 2009, and 2015, the city received the All-America City Award. It is home to Tufts University, which has its campus along the Somerville and Medford border.

Compass.com describes Somerville as, "A charm-filled town, Somerville's distinctive local flavor distinguishes it from the neighboring cities of Boston and Cambridge. Creative culture and diversity thrive in this historic community favored by families and professionals." (Compass.com/neighborhood-guides/boston/Somerville/)

Somerville schools are highly ranked in several national categories including college prep and diversity. The schools in Somerville are committed to the "Whole Child". The district is a multicultural school community dedicated to the realization of the full intellectual, physical, social, and emotional potential of all students. The school district maintains a safe environment that nurtures the curiosity, dignity, and self-worth of each individual. More than 5,000 students grade prekindergarten through 12 attend Somerville schools. Each of the schools has its own character, culture, and role. Somerville High School (SHS) is located right next to the Somerville City Hall at 81 Highland Avenue. It is in Winter Hill near the border of East Somerville and Union Square. Somerville High School offers a vocational program (CTE) as well as musical programs and athletics programs. It hosts roughly 1,215 students throughout 4 grades. Its student proficiency in math and science is at 73% and its proficiency for English and history is at 83%. Its student to teacher ratio is 10:1. It is in the top 20% of the state's schools' composite averages. It has a graduation rate of 89.9%.



SOMERVILLE DEMOGRAPHICS

- White: **76.05%**
- Hispanic: **12.3%**
- Asian: **9.86%**
- Black or African American: **5.57%**
- Two or more races: **5.01%**
- Other race: **3.29%**
- Native American: **0.21%**
- Native Hawaiian or Pacific Islander: **0.02%**





CHALLENGES

PUBLIC SAFETY FOR ALL

Public Safety for All is a multi-tiered, community-driven initiative to create and shape public safety policies and engagement that advances racial and social justice across all economic classes, ages, genders, races, ethnicities, and identities. In line with the City of Somerville's priorities, the Public Safety for All initiative will embody the values of Equity, Transparency, Accountability, Innovation, and Social Justice. The next Chief of Police must be an active participant in this initiative. The next Chief must set the example inside the police department and out in the community. The Police Chief must be comfortable with uncomfortable discussions around policing, community, and reform.

RELATIONSHIP BUILDING

The Somerville Police Chief will prioritize rebuilding and evolving the Somerville police department. With a focus on creating a strong public presence, the Chief will serve as an ambassador of community engagement, actively participating in holistic conversations on topics such as public safety, racial and social justice, mental health, and community policing. The Chief will also serve as a champion on behalf of the needs and concerns of officers within the police department, exercising a diligent commitment to improving morale and establishing trust. A collaborative leader, the Chief must display humility and demonstrate a willingness to be open minded and flexible. The Somerville Police Chief will complement the City's progressive values while earnestly cultivating partnerships with stakeholders and constituents.

FUTURE OF THE POLICE DEPARTMENT

The ideal candidate must have a proven record of professionalism, integrity, transparency, cross-culture competency, and be active and visible in community engagement. The Chief will have demonstrated prior experience and proven successful ability to function in a sometimes challenging and demanding political environment. The Chief will carefully plan for opportunities and engagement in public events, and outreach initiatives with a number of stakeholders within the City of Somerville. In doing so, the Chief will be responsible for establishing and maintaining effective and productive working relationships with elected officials, department heads, federal, state, and local law enforcement agencies, as well as the school community. At all times, the new Chief should be prepared to listen to and be sensitive to differing views on the delivery of Police services. The Chief must always be aware that Somerville is a sanctuary/ welcoming city and that national trends can impact the concerns of the residents of Somerville. The City of Somerville seeks a Chief of Police who will have the experience and ability to recruit and inspire officers of diverse backgrounds; and those who possess the skills to build trust within the department and most importantly the community.

DESCRIPTION

The Chief serves as a strategic partner with the Mayor's Office to establish goals and objectives focused on the safety and security of the community. The Chief is responsible for the administration and operation of the Somerville Police Department and the development and implementation of policies, programs, and practices that best serve the needs of the citizens of Somerville.

The Somerville Police Department is comprised of a staff of 123 sworn officers and 33 civilian personnel and three stations including the Main Headquarters, East Sub Station, West Sub Station, and the Assembly Row Sub Station with a current budget FY23 of approximately \$17 million.

The Department is organized into three major divisions including Patrol, Administration, and Criminal Investigations. Each of the three Divisions include a number of sub-divisions including Community Engagement & Special Operations, Homeland Security, animal Control, Special Response Team, Traffic Bureau, 911/Dispatch, Records, Training, Information technology, Professional Standards, Compliance Unit, Finance Department, General Criminal Investigations, Family Services, Community Action Team, Court Liaison, and the Community Outreach, Help and Recovery (COHR) Unit. COHR is the Somerville Police Department's in-house program created to aid with assessment, referral, alternative to arrest, as well as pre- and post- adjudication planning for individuals impacted by behavioral health issues.

CANDIDATE PROFILE

The Somerville Police Department's Mission Statement, "As part of, and empowered by, the community, is committed to protect the lives, property, and rights of all people, to maintain order, and to enforce the law impartially. Members of the department are committed to racial and social justice and actively pursue the cooperation of every resident in an effort to create a police/community partnership that is sensitive to the multitude of cultures that make up the human fabric of our community. To fulfill our mission, we will utilize innovative and proven crime prevention strategies and problem-solving partnerships with our community."

The ideal candidate will model the standards set forth in the Mission Statement and hold all staff accountable for these standards. The next chief must be a highly experienced, innovative, and engaging law enforcement professional who will embrace and cultivate a culture of community engagement. The next Chief will be a leader who can look at issues differently and find different, innovative solutions. The next Chief will continue to foster relationships and seek to expand the Department's community connections, balancing law enforcement and community engagement, being comfortable in both roles.



COMPETITIVE CANDIDATES WILL POSSESS THE FOLLOWING ATTRIBUTES:

Visionary Leadership:

Demonstrated competence and willingness to collaborate with internal and external stakeholders to develop a comprehensive strategic plan (mission, vision, values, goals, and objectives) and implement community safety metrics that are not just law enforcement related. The next Chief of Police must have the ability to foster a supportive, collaborative, creative, and innovative environment that develops staff capacity.

Compassion: Absolute commitment to using head and heart to inspire and influence others by consistently practicing empathy, kindness, and sympathy, and thereby positively influencing others.

Critical Thinking: Proven ability to understand logical relationships between concepts and ideas, recognize the importance of the relationships, carefully evaluate options, and make the decisions that will most positively impact desired outcomes.

Ethical Leadership:

Unquestionable demonstration of appropriate conduct, integrity, morals and ethics through personal actions, deeds words, and interpersonal relationships.

Crisis Skills: Proven experience in nimbly supporting broad, citywide emergency responses to a range of potential health, environmental, or public safety crises by deploying informed strategy, efficient and resourceful organization, and effective leadership.



THE NEXT CHIEF OF POLICE MUST HAVE:

- Proven track record of success in providing public safety, a comparable community and a demonstrable commitment to equity and inclusion.
- A firm grasp of municipal law enforcement methods and the willingness to adapt to evolving standards and best practices in accordance with community needs and expectations.
- Ability to develop and maintain positive relationships with elected officials, business and community leaders, advisory boards, the news media, and the community.
- An exceptional communicator with the ability to earn public trust and interact respectfully with citizens from all backgrounds.
- Ability to negotiate agreements and/or reach consensus among diverse interests.
- Respected mentor skilled in identifying, developing, and collaborating with high-quality staff to achieve effective and efficient service delivery.
- Ability to attract and retain a diverse staff of sworn and civilian staff that reflects the community.
- Leads as a positive role model for customer service, ethical behavior, transparency, dispute resolution, and problem-solving, fostering a culture that values and respects all members of the team and the community.

PRIMARY RESPONSIBILITIES

- Develops and implements policies and procedures governing City responses in the areas of emergency management, community policing, crime control and prevention, as well as other matters of community concern.
- Advises and assists crime victims, the community, subordinates, the administration, and others in law enforcement with understanding and respect.
- Maintains high visibility and accessibility to the community to achieve positive interaction, responsive policies, and services, with understanding; represents the City, or delegates such authority, in relations with the community, local, state, and federal agencies, and professional organizations.
- Ensures the department provides courteous and expedient customer service to the community and City department staff.
- Coordinates municipal law enforcement activities with those of other agencies; establishes and maintains mutually productive working relationships with residents, community/business groups, and other criminal justice organizations.
- Selects department employees, plans, and organizes work, develops and establishes work methods and standards, conducts or directs staff training and development, maintains effective department discipline and morale, reviews and evaluates employee performance, implements disciplinary action.
- Develops and submits the budget for the Police Department; originates and implements organization and staffing patterns to effectively address operational needs.

QUALIFICATIONS

- A bachelor's degree in police science, criminal justice, sociology, psychology, public administration, or a similar field. Master's degree preferred.
- A minimum of fifteen (15) years of law enforcement experience and five (5) years of progressively responsible supervisory and leadership experience in a command level position of Captain or higher rank in a similarly sized agency.
- Possession of or the ability to obtain a valid Massachusetts Driver's License.
- Must have a valid Massachusetts Firearms License or the ability to obtain one upon hire.
- Applicants must be a graduate of the Commonwealth of Massachusetts Municipal Police Training Academy (MPTC) Basic Recruit Officer Academy (or eligible for a Permanent Exemption by the MPTC) and must satisfy all requirements set forth by the Massachusetts Peace Officer Standards and Training Commission for certification as a Police Officer in the Commonwealth of Massachusetts.
- Professional training such as the FBI National Academy, Southern Police Institute, Senior Management Institute for Police, Northwestern Center for Public Safety, or similar is preferred.

SALARY & BENEFITS

The salary for the position is set by contract. The salary range begins at \$225,000 and is negotiable depending on experience and qualifications. The City of Somerville offers a comprehensive benefits package including health, dental, and vision insurance, paid time off, group life insurance, participation in the Massachusetts Retirement System, and much more.

Submit your resume, cover letter, and contact information for 5 professional references by May 19th, 2023 to www.GovHRjobs.com. Electronic submissions are required. Telephone inquiries may be directed to Jon Fehlman @ 615-692-9264, Rachel Glisper @ 339-222-6963, and Peter Carnes @ 508-269-4399.

The City of Somerville is an affirmative action/equal opportunity employer and does not discriminate on the basis of race, color, sex, religion, age, national origin, disability or any other protected category. Women, minorities, veterans, and persons with disabilities are encouraged to apply.

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