



A PART OF
 RAFTELIS

City of Newberg

POLICE CHIEF

The Opportunity

The Police Chief oversees and administers the activities of the Newberg-Dundee Police Department in the areas of law enforcement, protection of life and property, criminal investigation, and communication dispatch services. Reporting to the City Manager, the Police Chief is an active member of the Executive Leadership Team and collaborates with colleagues on citywide initiatives and maintains cooperative working relationships with law enforcement personnel in other jurisdictions.

The Police Chief provides leadership through planning, organizing, directing, and supervising all department activities to achieve defined goals within available resources related to all police activities. The Chief reviews the department's performance, studies trends, standardizes procedures, and formulates new programs or policies to improve the efficiency and effectiveness of operations. This position develops the annual budget and monitors the budget to ensure compliance with approved budget levels and standards.

The successful candidate is committed to community policing and working side-by-side with community members to create a safe, livable, and vibrant community. With unquestionable integrity, the Chief is committed to addressing the inherent biases in policing and identifies opportunities for reform to ensure the department remains a culturally competent organization, sensitive to the lived experiences of community members. The Police Chief is a strategic thinker who understands the importance of creating a vision while maintaining excellence in our programs, services, and daily operations. Focused on an equitable and inclusive environment supporting of the health and wellbeing of all officers and the community, the Chief is a progressive leader successful in change management, supportive of innovative ideas, a natural collaborator and highly effective communicator with a demonstrated passion for developing positive relationships.

Total Compensation

The hiring range for the Police Chief is \$113,652 to \$145,500. Starting salary will depend on the qualifications of the successful candidate. Newberg has a robust benefit package that includes medical, dental, vision, life insurance, employee assistance program, and participation in the Oregon Public Employees Retirement System. Vacation, administrative leave, sick leave, and holidays are also included for this position. Additional information can be found in the [Employee Handbook](#).

Qualifications

Minimum of ten years of experience in a public safety police department with at least five years' progressively responsible command and supervisory experience, equivalent to the rank of Police Sergeant or higher. Strong labor relations experience required. Demonstrated experience and an ongoing commitment to community policing is essential. Prior experience in a municipal police department in a similar size community ideal. Possession of or eligible to obtain Department of Public Safety Standards and Training Management Certification within one years of appointment. A bachelor's degree in Law Enforcement, Criminal Justice, Public Administration, or related field required with a graduate degree preferred. Bilingual in Spanish preferred.

How to Apply

The City of Newberg is an equal opportunity employer and is dedicated to a policy of non-discrimination. The City is committed to creating and supporting an inclusive and welcoming environment for all employees to thrive.

Applications will be accepted electronically by The Novak Consulting Group at <https://bit.ly/3tYPbk0>. Applicants complete a brief online form and are prompted to provide a cover letter and resume. Open until filled with the first review of applications on May 2, 2021.