



Assistant Chief of Police

Salary

\$109,464.96 - \$196,128.75

Location

Alexandria, VA

Job Type

Full-Time

Department

Alexandria Police Department

Job Number

2022-00410

Closing

8/21/2022 11:59 PM Eastern

Overview

This sworn position performs highly-responsible executive leadership and management functions in the planning, developing, directing, and supervising of all activities of one of the two bureaus in the Police Department, the Field Operations Bureau, which includes all patrol divisions, community relations and criminal investigations. The Assistant Chief is responsible for direct command over all operational and administrative issues within the Field Operations Bureau including personnel, equipment, budget, employee relations and grievances, human and material resources and information management; partners with the Assistant Director/Police for any administrative services' needs that extend outside of police field operations. Tasks are performed in accordance with departmental regulations and procedures, and under the general supervision of the Chief of Police. The incumbent in this class may be called upon to provide overall direction of the Department in the absence of the Chief of Police.

About the Department

The City of Alexandria Police Department is a nationally recognized and accredited law enforcement agency providing services to a diverse community. A group of talented professionals, the Alexandria Police Department is a dedicated team of people who, in

partnership with the community, work to create and maintain a safe and secure environment for our residents, merchants, and visitors. We are a diverse organization, reflecting Alexandria's various cultures and offering many different career and promotional opportunities.

The Opportunity

- Directs the activities of the Field Operations Bureau which includes all patrol divisions, community relations, parking enforcement, crossing guards, and criminal investigation. Provides executive-level leadership in ensuring their assigned bureau conforms to the program, personnel and fiscal priorities of the department;
- Provides strategic guidance on complex issues including departmental directives affecting operational policies, management of internal resources, program effectiveness/efficiency, and recommends, creates and leads the strategic vision of the department;
- Engages in executive level problem-solving with the Chief of Police and other City department heads;
- Formulates and recommends innovative solutions for organizational and programmatic change to deliver services and policies more effectively and efficiently;
- Develops creative approaches that include a global perspective in assessing and leading internal and external departmental programmatic efforts;
- Manages and initiates change efforts within their assigned bureau and the department;
- Manages projects to include oversight of internal and external Citywide activities dealing with a myriad of public service issues;
- Develops and maintains collaborative relationships with internal departments throughout the City, collaborating to achieve individual and joint goals to ensure that outcomes meet the needs of all stakeholders;
- Serves as an executive representative of the department at meetings, conferences, and other executive level functions with external groups as required, including serving on external boards and advisory groups;
- Engages in activities that promote the department within the community and the law enforcement profession;
- Performs related work as required.

Essential Knowledge, Skills, and Abilities

- Demonstrated leadership skills especially in the areas of strategic thinking, problem-solving, and the generation of creative approaches in program activities in response to identified challenges facing police departments today;
- Ability to think globally in identifying issues and opportunities in the development of strategic approaches/solutions for the police department to consider in managing its programs and personnel;
- Thorough understanding of and experience relating to introducing and managing change within an organization. This includes identifying

stakeholders, change related issues/opportunities, and leadership experience in managing the transitional elements that occur within a change management effort;

- Thorough understanding and demonstrated commitment to the law enforcement principles contained in the 21st Century Policing report;
- Ability to motivate employees and the community;
- Experience in the successful development of teams involving managers, supervisors and employees;
- Experience in leading teams of and collaborating with other executives and interdepartmental teams is required;
- Experience in working with executives from other disciplines in a collaborative manner is also important;
- Experience in communicating effectively with a message that is clear, concise, informative, and is consistent with the direction of City government and the department;
- Ability to communicate in a respectful manner is vital to the incumbent's success;
- Ability to represent the department internally and externally;
- This includes communicating with City and community leadership, allied agencies, and before the press;
- Thorough knowledge of current police administrative and operational procedures and program approaches used in the policing profession;
- Understanding of local ordinances, Commonwealth statutes, and federal law especially those involving legal authorities related to government, policing and Equal Opportunity requirements is also required;
- Experience in implementing or managing programs related to one or more of the pillars contained in the report is vital for this position;
- Experience in leading a police response to a large scale, situationally based events involving police operations is critical. This includes a thorough understanding of mutual aid, emergency operational protocols, familiarity and experience in working with multi-disciplined Unified Command Structures and the regulatory governance applicable in such situations. This would include those situations involving internal assets and those provided by other agencies, including local, state and federal agencies;
- Ability to manage large-scale program activities effectively and efficiently within a police department including programs, personnel, and fiscal management. This includes developing staff as appropriate on individual roles/responsibilities, supervision skills, management responsibilities, and leadership at all levels within the department.

Minimum & Additional Requirements

To qualify for this position, all candidates must possess a bachelor's degree and 12 years of relevant, professional experience to include two (2) years as a Captain or higher in law enforcement. Must obtain an executive level certification from the Virginia Department of Criminal Justice Services within one year of appointment.

Preferred Qualifications

To be considered an ideal candidate, one should also possess a master's degree in criminal justice, public administration or a related field; as well as, knowledge and experience in 21st century policing.

Questions:

Questions can be addressed by Ms. Sandra Gibbs at sandra.gibbs@alexandriava.gov

Website

<https://www.governmentjobs.com/careers/alexandria/jobs/3566588-0/assistant-chief-of-police>