

Chief of Police Metropolitan Police Department (MPD)

ABOUT THE ADMINISTRATION

Janeese Lewis George (JLG), the newly elected Mayor of the District of Columbia, is building her senior leadership team ahead of the official start of her term on January 2, 2027. Her administration will focus on making D.C. safe and affordable, with priorities spanning housing, jobs, small business support, schools, transportation, utilities, and public safety. The Mayor's Office oversees the Executive Branch of District government and works closely with agencies to deliver on these commitments. Her leadership team will

- share JLG's commitment to building a District government that works for all eight wards;
- have diverse lived and professional experience;
- understand the demands of public service.

The team will be strategic, disciplined, solution-oriented, and relentless in the pursuit of dignity for all.

MPD by the Numbers

700,000	Residents across the District
6.5 million	Residents across the DMV region
$599 million	FY 2026 approved operating budget
4,920	Budgeted full time-equivalent positions



ABOUT THE DISTRICT OF COLUMBIA

Washington, D.C., is more than the nation's capital. It is rich in local history, culture, and community, shaped by generations who have made the District one of the nation's most distinctive cities. Home to approximately 700,000 residents across eight wards, D.C. is known for its vibrant neighborhoods, historic institutions, and strong sense of civic pride. As the seat of the federal government, Washington also welcomes millions of visitors annually and serves as a national stage for historic events, demonstrations, celebrations, and international gatherings.

Situated at the heart of the Washington metropolitan region, commonly known as the DMV (D.C., Maryland, and Virginia), the District is part of a diverse and interconnected region of approximately 6.5 million people. Its economy extends well beyond the federal government, with higher education, health care, nonprofits, technology, and media contributing to the region's vitality. Extensive transportation networks, daily commuters, and close relationships with neighboring jurisdictions create a dynamic environment with distinct public safety responsibilities.

Life in the District offers a unique blend of neighborhood character, cultural experiences, and urban amenities. From the historic communities east of the Anacostia River to Georgetown looking west over the Potomac and everything in between, D.C.'s neighborhoods offer an extraordinary mix of restaurants, music, arts, and local traditions. The National Mall tells the nation's story through landmarks such as the Washington Monument and Lincoln Memorial, while the White House and U.S. Capitol stand at the center of American government. The Smithsonian museums bring generations of history, culture, and achievement to life, while professional teams in every league give sports fans plenty of reasons to celebrate. Beyond these iconic attractions, the District's parks, waterfronts, trails, and neighborhood green spaces offer year-round opportunities to enjoy the outdoors.

What truly distinguishes Washington is its people, whose neighborhood pride, civic engagement, and deep community connections continue to shape the District's identity and future. Preserving that character while advancing public safety requires leadership that understands the unique needs of its communities, values the trust of its residents, and recognizes the extraordinary responsibility of serving the nation's capital.

ABOUT THE OFFICE & ROLE

The Metropolitan Police Department (MPD) protects and serves District residents and visitors through patrol, criminal investigations, emergency response, and specialized public safety operations. Its responsibilities span seven police districts and include support for major events, protection of constitutional rights, and coordination with regional and federal law enforcement partners. The department's FY 2026 approved operating budget was approximately $599.1 million, with 4,920 budgeted full time–equivalent positions across sworn and professional functions.

The next Chief of Police of the MPD will be an accomplished, forward-thinking executive who will take charge of the department at a pivotal time for public safety in the nation's capital. They will lead the department's personnel in advancing effective crime reduction strategies while simultaneously strengthening community trust. They will advance the mayor's administration's priorities including reducing gun violence and improving the effectiveness of police investigations, which will build and reinforce community confidence. Both in the department and in the community, they will foster a culture of accountability, transparency, and service.

Because of D.C.'s unique situation as a city with federal oversight, the Chief of Police of MPD works collaboratively not only with District leadership and community stakeholders but also with regional and federal partners. The successful candidate will demonstrate the judgment, experience, and leadership skills necessary to navigate the political complexities of policing the nation's capital while also supporting both officers and professional staff. The Chief of Police is appointed by the Mayor, subject to confirmation by the D.C. Council.



CORE RESPONSIBILITIES



Administration priorities and policy implementation. Implement the administration's public safety priorities. Develop policies related to robust community-based policing, public accountability, and interagency coordination. Set clear expectations and communicate effectively throughout the department and with District and federal partners.

Public safety and crime reduction. Lead the development and implementation of a comprehensive, evidence-based public safety strategy. Focus on reducing violent crime, improving case closure rates, and integrating enforcement with community-based violence prevention. Tailor policing strategies to the distinct needs of each of the District's neighborhoods.

Community engagement and trust. Establish and sustain community-based policing that prioritizes engagement, trust, accessibility, and transparency. Build and maintain collaborative and productive relationships with residents, faith-based organizations, neighborhood advisory commissions, businesses, youth, and other community stakeholders. Ensure that community perspectives in all eight wards inform departmental priorities.

Organizational leadership and culture. Reinforce a culture of integrity, professionalism, accountability, and service throughout the department. Strengthen leadership at all levels, develop supervisors and command staff, and establish clear expectations for performance and conduct. Ensure the department upholds constitutional rights, emphasizes de-escalation, adheres to appropriate use-of-force standards, ensures accurate crime reporting, and supports internal accountability and independent oversight.

Workforce development and wellness. Lead recruitment, retention, and workforce development efforts. Address staffing challenges, reduce unnecessary overtime, support employee wellness, and expand opportunities for professional growth. Work with District leadership and labor representatives to improve working conditions, strengthen employee engagement, and ensure personnel are prepared to serve the District's diverse communities.

Partnerships and collaborative public safety. Build strong partnerships with regional and federal agencies up and down the justice, public safety, and public health sector. Professionals in law enforcement agencies; prosecutors' offices; youth-serving agencies; and behavioral health, community-based violence prevention and intervention, and victim assistance organizations are all allies in coordinated public safety efforts to address underlying causes of violence and improve safety across the District.

Strategic operations and resource management. Provide oversight of patrol operations, criminal investigations, emergency response, major events, and critical incidents. Recognize the unique operational demands of policing the nation's capital by ensuring effective staffing and deployment of sworn and professional personnel. Manage departmental budgets and overtime and allocate equipment, technology, and other resources to balance and support operational readiness, officer safety, and effective service delivery.

Data-driven decision-making and accountability. Direct the use of modern technology to streamline administrative processes, improve operational efficiency, and strengthen real-time communication among dispatchers, officers, and supervisors, particularly during critical incidents. Apply technology, research, and performance data to improve investigative effectiveness, officer safety, and public accountability by setting clear performance measures; evaluating results; and ensuring accurate, timely, and transparent reporting outcomes, including measures of community trust and neighborhood-level safety.



QUALIFICATIONS



The successful candidate will be a proven public safety executive with a demonstrated record of strategic leadership, sound judgment, and organizational effectiveness. Recognizing that policing in the nation's capital requires more than operational expertise, the next chief must understand the distinct needs and expectations of communities across all eight wards while demonstrating the ability to lead a highly complex police organization, advancing the administration's public safety priorities, and delivering measurable results that strengthen community trust and confidence in MPD.

Minimum qualifications

- Bachelor's degree from an accredited college or university in criminal justice, public administration, public policy, business administration, or related field or education/experience equivalency
- Minimum of 10 years of progressively responsible law enforcement experience, including significant senior command or executive leadership experience in a complex police organization, with demonstrated responsibility for personnel, operations, budgets, and organizational performance
- Demonstrated success modeling healthy organizational culture; developing effective leadership teams; and building a department grounded in integrity, professionalism, transparency, accountability, and service to the community
- Proven record of reducing crime, strengthening investigative effectiveness, and implementing evidence-informed policing strategies that integrate enforcement with community-based violence prevention and intervention efforts
- Demonstrated commitment to robust community-based policing, with experience building and sustaining meaningful relationships with residents, neighborhood organizations, faith-based institutions, businesses, and youth while ensuring community perspectives inform policing priorities and practices
- Comprehensive knowledge of constitutional policing, civil rights, de-escalation, and use-of-force standards
- Demonstrated experience ensuring accurate crime reporting, addressing misconduct, implementing corrective action, and working effectively with independent oversight authorities

- Demonstrated success improving recruitment, retention, and workforce development to address staffing and deployment challenges, manage. overtime, support employee wellness, and expand professional growth and leadership opportunities
- Record of maintaining productive labor union relationships
- Experience developing collaborative public safety partnerships with prosecutors, behavioral health professionals, community-based violence prevention and intervention organizations, youth-serving agencies, and victim assistance providers to address the underlying causes of violence and improve community safety
- Experience in financial and operational management , including oversight of large budgets, grants, procurement, technology, and resource allocation
- Record of implementing technology that streamlines administrative processes; strengthens operational communications; and improves efficiency, officer safety, and organizational performance
- Sound executive judgment and demonstrated experience managing critical incidents of varying sizes and complexities while protecting constitutional rights and coordinating effectively with partners from multiple jurisdictions
- Exceptional written, verbal, and interpersonal communication skills, with demonstrated accessibility, transparency, and the ability to build trust with residents, elected officials, community stakeholders, sworn and professional personnel, and the media
- Ability to satisfy all applicable District of Columbia requirements for appointment and service as Chief of Police

Preferred qualifications

- Master's degree in criminal justice, public administration, public policy, organizational leadership, business administration, or related field or education/experience equivalency
- Demonstrated knowledge of the District of Columbia's diverse neighborhoods, Advisory Neighborhood Commissions, governmental structure, and unique public safety environment (including the intersection of local and federal responsibilities) or a demonstrated ability and commitment to develop that knowledge quickly
- Completion of advanced police executive leadership training, such as the FBI National Academy, PERF's Senior Management Institute for Police, Northwestern School of Police Staff and Command, or a comparable executive leadership program

RESIDENCY REQUIREMENT

By law, each new appointee to the Executive Service must either

- be a District of Columbia resident at the time of appointment;

OR

- become a District resident within 180 days of appointment.

The law also requires that Executive Service employees remain District residents during the duration of their appointment. Failure to remain a District resident for the duration of the appointment will result in forfeiture of employment.

COMPENSATION & BENEFITS

The starting salary is **$270,000** annually, with compensation negotiable based on qualifications and experience. The District of Columbia's goal is to attract and retain a highly skilled workforce by providing generous health care and other benefits to eligible employees. Learn more about benefits at https://dchr.dc.gov/page/employee-benefits#gsc.tab=0.

APPLICATION PROCESS

The District of Columbia has retained the Police Executive Research Forum (PERF) to conduct this national search.

Interested candidates should submit a comprehensive résumé and cover letter outlining their qualifications and interest in the position, along with five professional references, to **MPDChief@policeforum.org** by **Sunday, November 29, 2026**.

Questions about the process may be directed to:
Antoinette Tull: antoinette@hurtlellc.com (804)640-0323
Rebecca Neuburger: rcneuburger@gmail.com (202)997-6287.

EQUAL OPPORTUNITY IN EMPLOYMENT

The District of Columbia Government is an Equal Opportunity Employer. All qualified candidates will receive consideration in accordance with DC OHR protected traits. The detailed list of these traits can be found here: https://ohr.dc.gov/page/protected-traits.

