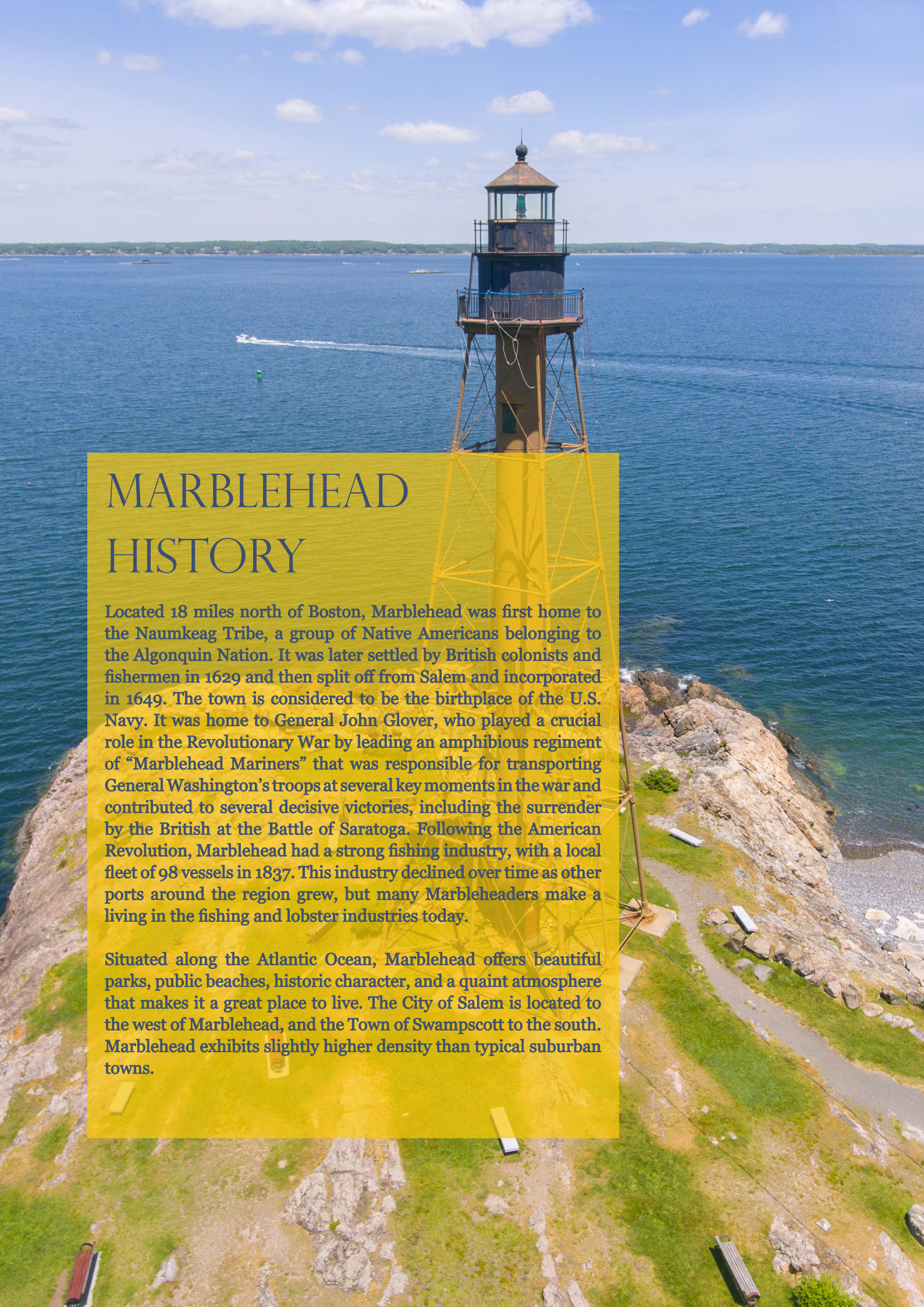
EMPLOYMENT OPPORTUNITY

CHIEF OF POLICE

MARBLEHEAD POLICE DEPARTMENT
MARBLEHEAD, MASSACHUSETTS
APPLICATION DEADLINE: TUESDAY, APRIL 20 AT 4P.M.



MARBLEHEAD HISTORY

Located 18 miles north of Boston, Marblehead was first home to the Naumkeag Tribe, a group of Native Americans belonging to the Algonquin Nation. It was later settled by British colonists and fishermen in 1629 and then split off from Salem and incorporated in 1649. The town is considered to be the birthplace of the U.S. Navy. It was home to General John Glover, who played a crucial role in the Revolutionary War by leading an amphibious regiment of "Marblehead Mariners" that was responsible for transporting General Washington's troops at several key moments in the war and contributed to several decisive victories, including the surrender by the British at the Battle of Saratoga. Following the American Revolution, Marblehead had a strong fishing industry, with a local fleet of 98 vessels in 1837. This industry declined over time as other ports around the region grew, but many Marbleheaders make a living in the fishing and lobster industries today.

Situated along the Atlantic Ocean, Marblehead offers beautiful parks, public beaches, historic character, and a quaint atmosphere that makes it a great place to live. The City of Salem is located to the west of Marblehead, and the Town of Swampscott to the south. Marblehead exhibits slightly higher density than typical suburban towns.

MARBLEHEAD TODAY

A coastal community of 20,544 residents, today Marblehead's quaint narrow streets and historic 17th and 18th century buildings are as they have existed since its founding in 1629.

Marblehead is now largely a residential community. The closest commuter rail stations are approximately three miles away in the Town of Swampscott, and four miles away in the City of Salem, which also has a ferry connection to downtown Boston. In addition, Marblehead has bus service that connects to the MBTA, providing access in and out of Marblehead.

Town affairs are overseen by a five-member Board of Selectmen and the legislative body is an open Town Meeting. In addition, certain functions are overseen by other elected Boards or Commissions, which include Water and Sewer, Recreation and Parks, Library, Cemetery, Assessors, Health, Schools, and Municipal Light. Each member of the Board of Selectmen is elected for a one-year term, so all members run for office annually.

The Town Administrator is appointed by the Board of Selectmen and is responsible for the day-to-day management of the Town.

POPULATION

20,544
POPULATION AS OF 2017

The population of Marblehead experienced slight fluctuations but has remained mostly stable over the past two decades. Official Census counts in 2000 and 2010 show a slight decline of 2.79% in the population, changing from 20,377 in 2000 to 19,808 residents in 2010. The 2017 American Community Survey estimated a 3.77% increase to 20,544 residents. The population in 2040 is projected to be 20,517.

CLOSE TO 50%
OF POPULATION IS 55+

Trends in Marblehead's population indicate an increase in residents 55 or older and a decrease in residents between the ages of 25 and 44 between 2000 and 2017. Those 55 or older represented one-fourth of the population in 2000, but now represent nearly half the population. Conversely, the number of residents between the ages of 25 to 44 shrank by 63% between 2000 and 2017.

ABOUT THE MARBLEHEAD POLICE DEPARTMENT

11,100+
CALLS FOR SERVICE
IN 2020

42 ARRESTS IN 2020

$4.23 MILLION
ANNUAL OPERATING
BUDGET

60+
DEPARTMENT
PERSONNEL

LOW CRIME RATE

DEPARTMENT MISSION STATEMENT

The Marblehead Police Department is committed to the protection of lives and property and enhancing the safety and peace of the community for which we serve. Our goal is to maintain the highest standard of professionalism and to preserve the individual rights and liberties of the public, while serving the needs of our citizens. We are dedicated to a cooperative effort with the community to identify and address concerns, reduce the fear of crime, participate in criminal justice and social service diversion programs and to enhance the quality of life of our residents.

ABOUT

Officially organized on April 15, 1853, the Marblehead Police Department is one of the oldest police departments in the United States.

The Marblehead Police Department has an annual operating budget of approximately $4.23 million. The department includes 32 sworn officers, including the chief, one captain, four lieutenants, four sergeants and 22 patrol officers. The department also oversees 911 dispatchers, school traffic supervisors, and the Animal Control Department, for a total of 60+ personnel.

In 2019 the Marblehead Police Department was awarded full accreditation by the Massachusetts Police Accreditation Commission, a voluntary process viewed as a high-water mark for municipal police in Massachusetts.

The Marblehead Police Department is a member of the North Shore Drug & Anti-Crime Task Force and works cooperatively on cases involving cross-jurisdictional drug trafficking and distribution as well as the investigation, apprehension and prosecution of those engaged in serious criminal activity within the member communities. MPD is also a member of the Northeastern Massachusetts Law Enforcement Council (NEMLEC) a mutual aid and specialty service network consisting of member police departments from more than 70 cities and towns in Essex County and Middlesex County as well as the county sheriffs in both counties and various state leaders.

CHIEF OF POLICE: QUALITIES & PRIORITES

- ✔**COLLABORATIVE LEADERSHIP**
- ✔**STRONG CHARACTER**
- ✔**COMMUNICATION**
- ✔**TRANSPARENCY**
- ✔**MAINTAIN MPD REPUTATION**
- ✔**COMMUNITY-BASED POLICING**
- ✔**COMMITMENT TO FAIR, SAFE, IMPARTIAL POLICING**

The Town of Marblehead is seeking a Chief of Police with strong character who can inspire trust and confidence. The individual must be committed to collaborative leadership and available to work cross-departmentally with town leadership to improve the quality of life for all residents. The selected applicant must be able to balance a respect for the long history and tradition of the Marblehead community with a willingness to bring a fresh perspective to the role.

The Marblehead Police Department places a strong emphasis on community-based policing and positive interactions between police officers and constituents. The Chief of Police should be invested in connecting the department with residents, business owners, and area civic and cultural organizations and maintain open communication around quality-of-life issues and public-safety concerns. In addition, the candidate must pursue establishing and continuing partnerships with area advocacy groups aimed towards mutual goals, as well as membership and participation in regional police organizations.

The Marblehead Police Department has been under steady leadership for more than a decade, during which time the department reached accreditation by adhering to a wide variety of standards related to police work, including jurisdiction and use of force, victim/ witness assistance, and property and evidence control. This standard of excellence should continue to be upheld and monitored under the leadership of a new Chief of Police.

The selected applicant must take an active role in community conversations around diversity, and be ready to listen openly and with empathy to community member experiences. As the conversation evolves the new Chief of Police will need to stay open to reflecting on department policies and procedures and making responsive updates as needed. The new Chief of Police is expected to continue to grow and foster the Town's strong relationships with community organizations such as the Anti-Defamation League, Task Force Against Discrimination, Racial Justice Team, and Team Harmony, among other groups

As a community leader the Chief of Police will be held to the highest standards and be accountable for actions of all members of the department. A fervent commitment to transparency of Marblehead Police Department operations, as well as open communication with town leadership, the community, and the media is critical.

The Chief of Police is expected to empower all members of the department to maintain the highest ethical standards, handle policing situations in a professional and competent manner and with a commitment to fair, safe and impartial policing. In accordance with the recent adoption of Police Reform legislation in Massachusetts, the Chief of Police should be familiar with the legislation and its requirements and will be expected to prioritize de-escalation and disengagement techniques with officers who are in the line of duty.

The incoming Chief of Police will be immediately responsible for updating the Marblehead Police Department Strategic Plan to lay out the department's specific goals and objectives over the next five years.

CHIEF OF POLICE: POSITION DESCRIPTION

- ✔**OVERALL MANAGERIAL, ADMINISTRATIVE AND BUDGETARY RESPONSIBILITY FOR THE MARBLEHEAD POLICE DEPARTMENT**
- ✔**MAINTAIN THE PEACEFULNESS AND LAWFULNESS OF THE COMMUNITY**

1. Plans, develops, and implements for the department short- and long-range plans so as to aid in its ability to prevent unlawful activity.

2. Provides direction to supervisory personnel assigned to operations, traffic, criminal investigations, etc.

3. Responsible for making recommendations for hiring and the promotion of all police personnel to the Board of Selectmen.

4. Responsible for training all police personnel.

5. Develops, prepares and recommends the annual department budget for labor, equipment, materials, maintenance and facilities. Monitors actual expenditures against budgeted forecasts and takes corrective action as necessary.

6. Directs the maintenance of all equipment and facilities within the department.

7. Directs the continual training of all police officers through a variety of service programs including CPR and firearms training.

8. Directs and develops law/security/safety programs and oversees the presentation of such programs to the public.

9. Develops and implements a security plan for elderly housing.

10. Develops specifications for department computer systems and directs the implementation and maintenance of the system.

11. Attends conferences, workshops, association meetings etc., for the purpose of gathering and exchanging information and ideas with other law enforcement professionals.

12. Represents the department on matters of law enforcement with local, state and federal authorities.

13. Performs other related duties of a similar nature and complexity as requested.

CHIEF OF POLICE:
COMPENSATION/QUALIFICATIONS/SELECTION

COMPENSATION AND BENEFITS

The Town of Marblehead offers a competitive salary and benefits package.

Benefits include health and dental insurance, flexible spending account, life insurance, retirement savings options and paid vacation, sick leave, and holidays.

PREFERRED QUALIFICATIONS & REQUIREMENTS

Experience, specifically in a management or supervisory capacity, in a small to mid-sized police department is looked upon positively.

A BS or MS in Criminal Justice or related field with 8 to 12 years of directly related experience.

A demonstrated commitment to continued professional development in the field of criminal justice and law enforcement.

Requirements: Applicants must have a valid Massachusetts Driver's License, a Massachusetts LTC, and meet all of the physical requirements of a police officer.

APPLICATION & SELECTION

The Town of Marblehead seeks to recruit a qualified and diverse candidate pool. An initial screening committee will pare down the selection to five candidates who will move on to a competitive assessment center where the candidate's knowledge, skills, abilities, and personal characteristics will be evaluated. From there the final three candidates will be interviewed by the Marblehead Board of Selectmen and an applicant will be chosen.

Application deadline: Tuesday, April 20 at 4p.M.

How to Apply: Applications should be submitted to the Town of Marblehead Selectmen's Office via Kyle Wiley at wileyk@marblehead.org. Please provide a cover letter and resume.

EQUAL OPPORTUNITY EMPLOYER

The Town of Marblehead is committed to a policy of nondiscrimination and equal opportunity for all employees and qualified applicants without regard to race, color, religious creed, national origin, ancestry, sex, age, handicap, veteran's status or sexual orientation.