



The Position

The City of Gloucester, Massachusetts (pop. 29,747), is seeking a highly qualified, experienced, and respected law enforcement executive to serve as its next Chief of Police. This position offers the opportunity to lead a full-service municipal police department serving a historic coastal community with high expectations for professionalism, accountability, and public service.

The Chief of Police is the senior executive of the Police Department and is responsible for the overall administration, strategic direction, and operational performance of the organization. The successful candidate will bring broad command-level experience, strong professional judgment, and a demonstrated commitment to ethical policing, organizational integrity, and service to the community.

The City seeks a Chief who combines operational credibility with executive-level management skills, understands the evolving demands of modern policing, and possesses the personal qualities necessary to lead a complex organization in a transparent and accountable manner.

Key Attributes Sought

The City is seeking candidates who demonstrate:

- Extensive command-level law enforcement experience in a municipal or similarly complex policing environment
- Sound professional judgment and the ability to make difficult decisions in high-risk, high-visibility situations
- A reputation for integrity, fairness, and ethical conduct
- Strong administrative, organizational, and fiscal management capabilities
- The ability to balance operational demands with strategic planning and long-term organizational health
- Professional credibility with sworn and civilian personnel, municipal leadership, labor organizations, and community stakeholders

Essential Duties and Responsibilities

Department Administration and Operations

- Provide executive oversight and direction for all Police Department operations, including patrol, investigations, support services, records, dispatch coordination, and specialized units.
- Ensure effective deployment of personnel and resources to meet community needs and public safety priorities.
- Direct the development, implementation, and evaluation of department policies, procedures, and operational standards.
- Ensure compliance with all applicable federal, state, and local laws; accreditation standards; consent decrees or agreements (if applicable); and recognized professional best practices.

Professional Standards and Accountability

- Maintain high standards of professional conduct, accountability, and performance throughout the department.
- Ensure fair, consistent, and transparent disciplinary processes in accordance with law, labor agreements, and established procedures.

- Promote a professional organizational culture that values procedural justice, ethical decision-making, and public trust.

Executive and Intergovernmental Relations

- Serve as the principal advisor to the Mayor on matters of public safety, crime trends, staffing, management, and departmental operations.
- Represent the Police Department to the City Council, municipal leadership, community organizations, regional partners, and state and federal agencies.
- Communicate effectively with the public and media on public safety issues, critical incidents, and departmental initiatives.

Personnel Development and Organizational Capacity

While operational and administrative excellence are central to the role, the Chief is also expected to ensure the department maintains the professional capacity needed for long-term effectiveness:

- Oversee the selection, evaluation, and professional development of command-level and supervisory personnel.
- Promote fair and merit-based advancement and training opportunities for sworn and civilian staff.
- Support ongoing professional development, in-service training, and compliance-based education across all ranks.
- Ensure continuity of operations through appropriate planning for retirements, promotions, and critical staffing transitions.

Knowledge, Skills, and Abilities

- Thorough knowledge of modern law enforcement principles, practices, and administration.
- Demonstrated experience managing complex police operations, personnel issues, and sensitive or high-profile incidents.
- Strong understanding of police labor relations, collective bargaining environments, and applicable personnel law.
- Ability to analyze data, assess risk, and implement operational or policy adjustments as conditions evolve.
- Strong written and verbal communication skills suitable for executive reports, public presentations, and intergovernmental coordination.
- Financial acumen sufficient to manage departmental budgets, procurements, grants, and long-term resource planning.

Required and Preferred Qualifications

- 15 years or its equivalent experience in municipal, state, federal or military policing with at least five years or its equivalent in a progressively responsible law enforcement management position.
- Experience leading a full-service police department or major operational division is strongly preferred.
- Master's degree in police science or related field. Other educational backgrounds may be substituted for a graduate degree.
- Graduation from a nationally recognized senior-level law enforcement command or executive training program (e.g., FBI National Academy, PERF Senior Management Institute for Police, Southern Police Institute, or equivalent) is preferred.

- Certification or eligibility for certification as a police officer in the Commonwealth of Massachusetts (or ability to obtain certification within a specified timeframe) is required.
- Ability to obtain and maintain valid Massachusetts driver's license with a good driving record within 6 months of employment.
- Ability to obtain and maintain MA License to carry upon employment.

Salary and Benefits:

- **Salary range:** \$200,000 - \$220,000 dependent upon qualifications.
- **Benefits:** Comprehensive benefits package including health insurance, retirement plan, paid leave, and additional benefits consistent with executive municipal appointments.

Application Process:

Interested candidates should submit the following materials:

1. A detailed resume
2. A cover letter outlining qualifications and interest in the position

Applications should be submitted electronically at www.GovHRjobs.com. Applications received until June 12th, 2026.

All questions should be directed to Jon Fehlman, Senior Consultant, MGT, (847) 380-3240 ext. 142.