

WE ARE HIRING!

The City of Tempe currently has a job vacancy for the following position:



Police (Analytics) Bureau Manager

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[BENEFITS](#)

First review of applications will take place on October 21, 2024.
Recruitment will remain open until the position is filled.

Questions:

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tempe.gov



OVERVIEW OF POSITION AND RESPONSIBILITIES

Salary Range: \$113,274 - \$150,655 annually

The Police Analytics Bureau Manager is a key leadership position within the Tempe Police Department, responsible for strategic oversight of core operational units, including the Crime Analysis Intelligence Center (CAIC), Forensic Services Unit (FSU), Real Time Operations Center (RTOC), and Technical Services Unit (TSU). Reporting directly to the Assistant Chief of Police over the Investigations Division, the manager plays a critical role in aligning these units with department-wide strategic objectives, driving innovation, and ensuring operational excellence.

This leader is accountable for setting and executing high-level goals, developing, and implementing policies and procedures, and overseeing the bureau's budget, including the strategic allocation of resources to optimize performance across multiple units.

The Police Analytics Bureau Manager provides leadership to professional staff, making informed decisions that affect department policy and procedure, and leading large-scale, high-profile projects. The manager is also tasked with guiding staff development initiatives, ensuring that personnel are equipped with the skills and training needed to meet the department's evolving needs.

This role requires a strong ability to represent the department at senior-level meetings and forums, ensuring that the department's initiatives are effectively communicated and executed. Additionally, this leader will foster critical partnerships, both internal and external, to enhance department efficiency and effectiveness.

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QUALIFYING EXPERIENCE AND EDUCATION

EDUCATION

- Bachelors degree from an accredited college or university with major coursework in criminal justice, public administration, or degree related to the core functions of this position. A masters degree is preferred as well as ongoing professional training.

EXPERIENCE

- Five (5) years of supervisory experience in a public safety environment.

CERTIFICATION

- Possession of, or required to obtain within six (6) months of hire, a Terminal Operator Certification through the Arizona Criminal Justice Information Systems (ACJIS) Division.
- Possession of a valid driver's license.

ADDITIONAL REQUIREMENTS

- Must pass a police background examination.

THE IDEAL CANDIDATE

The ideal candidate for the Police Analytics Bureau Manager position will be a seasoned law enforcement professional with extensive police management experience and a strong track record of leadership in analytical, technical, and operational functions. This individual will have demonstrated success in managing complex, multi-disciplinary teams, including sworn and professional staff, and will possess knowledge of crime analysis, forensic services, real-time operations, and technical services.

The candidate should be adept at developing and implementing strategic goals, policies, and budgets while exhibiting exceptional decision-making and problem-solving skills. Superior communication and collaboration abilities are essential, as the ideal candidate will regularly interact with internal and external stakeholders, including city officials, the community, and other law enforcement agencies. A commitment to fostering professional development, promoting teamwork, and delivering exemplary customer service is crucial for success in this role.

THE POLICE DEPARTMENT

[Learn more about Tempe PD](#)

The Office of the Chief is responsible for the administration and general supervision of all police operations. The Office of the Chief is charged with the coordination of all investigations and procedures; the provision of leadership, management and administration; and the consistent building of strong and productive relationships with City departments and staff, residents, businesses, community groups, and the media.

The Field Operations Division is responsible for responding to police requests for service and performing preliminary investigative work at crimes scenes. Patrol Squads conduct vehicle patrol and provide visibility, deterrence, and timely response to neighborhoods, as well as work with the community to address public safety concerns.

The Investigations Division comprises of the Criminal Investigations Bureau and the Police Analytics Bureau. The Criminal Investigations Bureau is tasked with investigating NIBRS-classified crimes, combating narcotics and human trafficking, and targeting violent and career criminals through intelligence-led policing and data analysis. The Police Analytics Bureau includes consists of the Crime Analysis Intelligence Center, which supplies crucial data and intelligence for crime reduction; Forensic Services, which handles crime scene and evidence processing; Technical Services, which supports the department's technology infrastructure; and the Real-Time Operations Center, which offers real-time monitoring and coordination to enhance public safety and emergency response. Together, these bureaus ensure a comprehensive approach to crime investigation and public safety.

The Support Services Division is responsible for answering all incoming calls for service and providing 24-hour dispatch services through the emergency call center, maintaining a full police records management system, administering the department's operating and capital improvement budgets, providing oversight of the property & evidence facility, and managing the detention facility. Additionally, the Support Services Division is responsible for the recruiting, hiring, and training function.

