



Town of Gilbert
Police Commander

SALARY	\$132,738.45 - \$199,107.68 Annually	LOCATION	Police Department, AZ
JOB TYPE	Full Time	JOB NUMBER	25-0067
DEPARTMENT	POLICE DEPARTMENT	OPENING DATE	09/04/2024
CLOSING DATE	9/23/2024 11:59 PM Arizona		

We Are Seeking

****PLEASE NOTE: INTERVIEWS FOR THIS POSITION ARE ANTICIPATED TO BE HELD IN THE MONTH OF OCTOBER. YOU WILL BE NOTIFIED BY E-MAIL IF SELECTED TO INTERVIEW FOR THIS POSITION.****

Team Gilbert has an exciting opportunity for a highly motivated professional to fill the position of **Police Commander**. This position is responsible for managing all activities of a specific division within the Police Department in order to preserve public peace, to protect lives, property and rights of the public, and to enforce statutory laws and municipal ordinances.

Other essential duties and responsibilities include:

- Responsible for planning, supervising and reviewing the activities of all personnel assigned to a division.
- Responsible for providing effective leadership, coaching and mentorship to division (or department) personnel in support of employee development.
- Providing skilled and effective communications verbally and in writing that embodies professionalism, clarity, empathy and respect.
- Development of executive-level presentations and business cases for assigned strategic goals and initiatives.
- Development of comprehensive goals and objectives and is responsible for their implementation and results achieved.
- Directing or personally investigating citizen complaints regarding Police personnel conduct and services.
- Adjudicating complaints against Department members to include issuance of discipline where appropriate.
- Participate in the determination and formulation of Department policies.
- Ensure all policies and procedures are adhered to, federal and state laws are fairly enforced, and constitutional guarantees are protected.
- Assist in coordinating, preparing and administering the budget for the Police Department.

About You

You are someone who is a strong and effective communicator who understands the importance of tailoring your leadership style to the unique needs of your team and your community. You have a track record that demonstrates this key leadership ability. You consistently and effectively exceed customer and employee needs by building productive relationships, and taking responsibility for customer satisfaction and loyalty. You actively participate as a member of a team to move the team toward the completion of goals and produce quality outcomes and you hold yourself accountable as a team leader. You are

committed to our safety philosophy, and you take great pride in proactively managing time and resources to ensure that work is completed efficiently while accomplishing objectives and achieving goals beyond what is required.

At **Team Gilbert**, we hire innovative, forward thinking problem-solvers who love what they do! In addition to possessing the ability to live out our core and functional values daily, candidates must possess the following requirements

- Bachelor's degree in criminal justice, public or business administration, or related field.
- At least five (5) years of progressively responsible supervisory/management experience in a police department or law enforcement agency, including a minimum of two (2) years of experience as a Police Lieutenant or equivalent.
- Must possess an Arizona Peace Officer Standards and Training (AZPOST) certification or obtain AZPOST waiver within mutually agreed upon timeframe. Information regarding waiver requirements can be found on the [AZPOST website](#).
- Advanced training/graduation from a recognized executive leadership command school or institute preferred.
- Valid Arizona driver license by hire date.

This is an At-Will position and is FLSA Exempt - ineligible for overtime compensation.

We Are Team Gilbert

Gilbert is on a mission to be the City of the Future. We choose to “Anticipate. Create. Help people.” With over 100 years of history and growth, our focus is on keeping the thriving community that Gilbert is today well into the future. Gilbert has been named the Most Prosperous City in the Country, Best Place to Live, Work and Play, Arizona’s Most Admired Companies to Work For, [and more](#).

We hire people who share our aspiration to be driven, kind, bold, and humble. Join Team Gilbert, and help us shape a new tomorrow, today: <https://youtu.be/ftBOIKDltvc>

Up For the Challenge

In addition to a competitive salary, Gilbert offers a comprehensive benefit package that includes self-funded medical and dental plans, life insurance, disability, pension, tuition reimbursement and more.

Join Team Gilbert and make an income while making an impact! If you are looking for an opportunity to make a visible contribution to our community, and get excited about doing interesting work that matters, then why not click that "Apply" button at the top there? We can't think of a better place to put your talents to work.

Let's get this adventure started!?

Gilbert provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

Agency

Town of Gilbert

Address

50 E. Civic Center Drive

Gilbert, Arizona, 85296

Website

<https://gilbertaz.gov/jobs>

Police Commander Supplemental Questionnaire

*QUESTION 1

In the questions that follow, you will be asked for information about your work history, to include things such as dates of employment, names of employers and specific details of the work you did. In answer to questions asking you to describe your work experience, if you do not have that type of experience, enter "N/A". **Answers provided in this supplemental questionnaire must be substantiated and verifiable in the employment history section of your application. Be aware that submitting a resume in lieu of completing the employment history section of the application and failing to provide all of the information requested in these supplemental questions will disqualify you from further consideration, so please be thorough in answering the questions. Please indicate whether or not you accept these terms by checking the appropriate response below.**

- Yes
 No

*QUESTION 2

Do you have a Bachelor's degree in criminal justice, public or business administration?

- Yes
 No

*QUESTION 3

Do you have a Bachelor's Degree in a field other than those listed in the previous question that is in a related field?

- Yes
 No

*QUESTION 4

Do you have a current Arizona Peace Officer Standards and Training Board (AZ P.O.S.T) certification or have the ability to obtain an AZPOST Waiver?

- Yes
 No

*QUESTION 5

Have you attended a recognized executive leadership command school or institute?

- Yes
 No

*QUESTION 6

If you answered yes to the previous question, please list the school you attended below. If no, please enter N/A.

*QUESTION 7

How many years of experience do you have in the rank of Police Lieutenant or equivalent? Acting/Special Assignment experience will not be considered in meeting the experience requirement.

- Less than 2 years

- 2 - 5 years
- 5 - 10 years
- 10 - 20 years
- More than 20 years

***QUESTION 8**

Please indicate your total years of full-time law enforcement work experience.

- Less than 5 years
- More than 5 years but less than 10 years
- More than 10 years but less than 20 years
- More than 20 years

***QUESTION 9**

Indicate your total years of full-time supervisory or managerial work experience in a law enforcement environment.

- Less than 5 years
- More than 5 years but less than 10 years
- More than 10 years but less than 20 years
- More than 20 years

***QUESTION 10**

With regard to the Police Department or law enforcement agency where you supervised or managed, please indicate the number of sworn and civilian employees.

- 1 - 100 employees
- 101 - 250 employees
- 251 - 500 employees
- 501 – 1000 employees
- 1001 employees

***QUESTION 11**

With regard to the Police Department or law enforcement agency where you supervised or managed, indicate the population of the area served.

- Less than 100,000
- 100,001 - 300,000
- 300,001 - 500,000
- Greater than 500,000

***QUESTION 12**

If you are considered for this position, are you willing to grant the Gilbert Police Department access to your employment disciplinary records as part of the background process?

- Yes
- No

***QUESTION 13**

Are you a U.S. citizen?

- Yes
 No

***QUESTION 14**

Have you been dishonorably discharged from any branch of the United States Armed Services?

- Yes
 No

***QUESTION 15**

Have you ever been convicted of a domestic violence crime?

- Yes
 No

***QUESTION 16**

Have you ever been convicted of a felony or committed a crime that would be considered a felony in Arizona?

- Yes
 No

***QUESTION 17**

Have you ever illegally sold, produced, transported for sale or cultivated a dangerous drug or narcotic? (This does not include marijuana.)

- Yes
 No

***QUESTION 18**

Have you ever illegally sold, produced, cultivated, or transported Marijuana for sale?

- Yes
 No

***QUESTION 19**

Have you used any illegal narcotics or dangerous drugs in the last seven years? (This does not include marijuana.)

- Yes
 No

***QUESTION 20**

Have you used illegal narcotics or dangerous drugs more than 1 time since turning 21 years of age? (This does not include marijuana.)

- Yes
 No

***QUESTION 21**

Have you used illegal narcotics or dangerous drugs more than 5 times in your life? (This does not include marijuana.)

- Yes
 No

***QUESTION 22**

Have you used Marijuana in the last three years?

- Yes
 No

***QUESTION 23**

Have you used Marijuana more than 20 times in your life?

- Yes
 No

***QUESTION 24**

Have you used Marijuana more than 5 times since turning 21 years of age?

- Yes
 No

QUESTION 25

The following question is strictly confidential and will not be made part of your application for employment. Preference Status per Arizona Revised Statute 38-492 (select all that apply):

- Veteran
 Disabled Veteran
 Veteran's Spouse/Surviving Spouse
 Disabled Person

*** Required Question**