



UNIVERSITY OF  
**NORTHERN  
COLORADO**

# **Chief of Police, UNC Greeley CO**

**Salary Range: \$130,000—\$145,000**

**Plus excellent benefits**



**Seeking applications from  
law enforcement  
executives and leaders  
with vision,  
a proven track record,  
a desire to lead our police department  
and protect and serve  
our campus community.**

UNC is being assisted by KRW Associates, LLC

Applications are to be submitted to:

[apply@KRW-associates.com](mailto:apply@KRW-associates.com)

Deadline: **Friday, November 26, 2021 -5pm MST.**





## The Community

Greeley is a vibrant, friendly, and genuinely diverse community of about 100,000 residents, a city where it is easy to get involved and affordable to live. The sun shines more than 300 days a year, summers are pleasant, and winters are picturesque. Situated along the Front Range Urban Corridor, Greeley is about an hour north of Denver and an hour east of Rocky Mountain National Park. Greeley is the county seat of Weld County, established in 1870.

Ranked by the United States Census Bureau as the state's fastest growing metropolitan statistical area, Greeley is thriving. The City and University have been active partners in revitalizing the neighborhoods and businesses around campus for the past decade, establishing a University District in 2009 and the Greeley Creative District in 2014. Today, in addition to its educational and cultural impact, UNC makes a \$329 million economic impact in northern Colorado, returning \$8.70 in revenue for every dollar it receives from taxpayers. Downtown Greeley, an easy walk from the UNC campus, is undergoing a transformation with an influx of entrepreneurs, artists, and shops. Greeley features more than 40 parks across the city including amenities ranging from playgrounds and sports complexes to natural spaces and walking or biking trails and dog parks. Greeley is home to three golf courses-two public and one private .

Economic growth and development provide an abundance of opportunities for an active lifestyle, along with emerging career opportunities for UNC's graduating students.

## The University

Founded in 1889 and tucked between the Rocky Mountains and Colorado's stunning high plains, UNC is a public doctoral research university committed to the success of its nearly 10,000 students. The university's size, expert faculty, and tradition of research and hands-on learning gives students exceptional opportunities and a personalized education. Acclaimed for its expertise in education, business, health sciences and performing arts, UNC offers more than 100 undergraduate programs and 113 graduate programs in a broad array of academic disciplines on campus, off campus and online.

Undergraduate students study in a liberal arts tradition that supports critical thinking and making a difference in the world. UNC is a member of the [NCAA Division I Big Sky Conference](#) and fields 17 intercollegiate teams. NCAA often recognizes UNC teams for high academic performance. Student athletes have posted a cumulative GPA of 3.14.



## Salary & Benefits

### Salary Range:

- ◆ \$130,000—\$145,000

### Benefits:

- ◆ Health, Dental , Vision, and Life Insurance
- ◆ Long-Term Disability Plan
- ◆ A selection of several defined contribution retirement plans.
- ◆ Dependents and Spouses of UNC employees who are employed at 0.5 FTE or above are eligible for undergraduate dependent tuition grants of up to 50%. These tuition grants will cover in-state tuition charges. Further requirements may exist.
- ◆ Other benefits may be available, based on position.



## The Department

The UNC Police Department (UNCPD) is comprised of 17 officers, 7 communications staff and multiple part-time student employees. Members of the UNCPD are dedicated to providing the highest quality police services. Campus safety and security are their highest priority, in addition to protecting property, reducing crime and the fear of crime. Members of the UNCPD are committed to building and fostering partnerships with all UNC stakeholders and working to build trust across all segments of the University.

Officers patrol the campus by foot, bicycle and vehicle. The UNCPD personnel works closely with the UNC Community and surrounding agencies to ensure a prompt and coordinated emergency law enforcement response.



UNC police officers are certified peace officers in the State of Colorado and are trained in the same manner as all other public law enforcement officers in the State. Officers complete required Colorado POST training annually and receive at least 40 hours of additional training each year through the department. The department subscribes to a community-orientated policing philosophy and selects officers, in part, due to their strong skills in working with young people. Within the PD is a Communications Center staffed with civilian dispatchers. The UNCPD and Communication Center maintains both phone and two-way radio contact with the Weld County Regional Communications Center, Greeley PD, Greeley FD, Weld County Ambulance Service and UNC Facilities Management. The PD also employs non-sworn student security personnel who do not have the same authority as UNC police officers, but function as evening Safety Patrol. This team provides security related functions on campus, including providing escorts on campus, identifying and communicating safety or criminal concerns to the UNC Communications Center, and assisting patrol officers as requested.

## Competencies &

### Personal Characteristics

- ◆ Strong leadership and unquestioned integrity.
- ◆ Personal and organizational accountability.
- ◆ Excellence in internal and external communication - active listening skills, and understanding.
- ◆ The ability to build trust inside and outside the organization.
- ◆ An innovative and collaborative leader, skilled at building partnerships and relationships with other LE and public safety partners and UNC and community stakeholders.
- ◆ Exceptional organizational and management skills.
- ◆ The ability to understand and shape organizational culture.
- ◆ Dedicated to broadening the department's awareness and understanding of the various cultural, gender, ethnic, racial, religious, and geographic backgrounds at the University.
- ◆ A problem-solver and decision-maker, able to evaluate and assess problems and formulate and implement solutions.
- ◆ Understands and promotes training at all levels.
- ◆ A mentor to staff and associates.





## The Position

The Chief is responsible for managing a full-service police department for the University. The Chief oversees the sworn police officers who provide the full range of police services to the University Community including patrol, investigations, crime prevention, 24/7 communications center and community services functions.

The Chief is responsible for promoting a safe and secure educational and work environment for the community through communication, relationships, enforcement of University policies, and federal, state and local laws. Reporting to the Senior VP for Finance

The Chief has managerial, administrative, and fiscal responsibility for UNCPD.

and Administration, the Chief has primary responsibility for managing the University PD, which encompasses all administrative, operational, and financial responsibilities for a 24-7/365 department.

The Chief is also responsible to manage patrol services, communication services, residential security, crime prevention, training, emergency preparedness, and professional development of departmental personnel. This is a community policing position, working closely with a variety of campus partners and local constituents to develop and implement programs and services related to the well-being and safety of students, faculty, staff and visitors, the protection of university property, and prevention of crime. The position creates, supports and implements plans to promote diversity and inclusion within the PD and continuously broadens the department's awareness and understanding of the various cultural, gender, ethnic, racial, religious, and geographic backgrounds at the University and in the surrounding communities. This position manages an annual budget of approximately \$2.0 million.



## Competencies &

## Personal Characteristics

(continued)

- ◆ Understands the importance of a succession plan.
- ◆ Has past performance as an active member of a University or community management team striving to address the demands of a vibrant community.
- ◆ Works effectively in a collaborative, team-orientated environment where moving the agency forward means working together with a unified set of goals and objectives.
- ◆ Committed to leading an open, transparent police department.
- ◆ Dedicated to providing contemporary police services, while continually looking for ways to improve.
- ◆ Effectively maneuvers complex political situations.
- ◆ Successfully builds relationships of trust, mutual respect and understanding with the UNC Executive Team, PD, and Community.
- ◆ Knowledge of federal rules and regulations and how they relate to the UNCPD.
- ◆ Experienced in budget preparation and fiscal management.
- ◆ Values education and possesses a strong public service mentality.



## Education & Experience

### Minimum Qualifications

- ◆ A bachelor's degree from an accredited college or university.
- ◆ Ten (10) years law enforcement experience, including three (3) years of serving in the rank of Commander or higher and evidence of increasing level of responsibility in a police organization.
- ◆ Colorado Peace Officer Standards and Training (POST) certified, or capable of obtaining Colorado POST certification within six months of appointment.
- ◆ Valid driver's license in the State of Colorado or capable of obtaining Colorado driver's license.
- ◆ Final applicants for this position are subject to reference checks, and may include a psychological exam, a polygraph, criminal history, motor vehicle, social media and financial history background checks. This is a security sensitive position.

### Preferred Qualifications

- ◆ Evidence of continuing education and advancement, such as a master's degree from an accredited university or successful completion of police leadership trainings/endorsements, such as the FBI National Academy, Colorado Association of Chiefs of Police (CACP) Executive Certification, PERF's Senior Management Institute for Police (SMIP), or Northwestern University Public Safety Management & Leadership courses.
- ◆ Experience in collegiate policing, community-oriented policing, and emergency management.

### Additional Requirements and Information

- ◆ **The successful candidate is required to live (or relocate to) within 20 miles of the University of Northern Colorado (UNC-Greeley).**
- ◆ Satisfactory completion of a background check, educational check, and authorization to work in the United States is required after a conditional offer of employment has been made.
- ◆ The successful candidate must submit original transcripts within one (1) month of hire.

#### Required Notice:

In compliance with the Clery Act, the most recent UNC Annual Campus Security and Fire Safety Report is available online ( <https://www.unco.edu/police/clery/security-report.aspx> ) and a paper copy can be requested at the UNC Police Department. This report contains crime statistics and policy statements related to safety, conduct processes and Title IX investigations.

## TO APPLY

Applications will be accepted electronically until **Friday, November 26, 2021 5pm MST** at [apply@krw-associates.com](mailto:apply@krw-associates.com) and must include a cover letter, resume (with salary history) and six (6) professional references.

#### Questions:

KRW Associates LLC is assisting the University with this search.

Questions should be directed to [info@krw-associates.com](mailto:info@krw-associates.com).

To contact by phone—

KRW Associates Managing Partners:

Dr. Jerry Williams - 303-726-6220;

Mr. Lynn Johnson - 303-435-4138 or

Senior Associate:

Gina McGrail- 303-249-9572.