



**ASSISTANT DIRECTOR OF PUBLIC SAFETY  
AND DEPUTY CHIEF OF POLICE  
WELLESLEY COLLEGE  
WELLESLEY, MASSACHUSETTS**



Wellesley College seeks an experienced and collaborative police professional to serve as  
**Assistant Director of Public Safety  
and Deputy Chief of Police.**

Reporting to the Director of Public Safety and Chief of Police, the Deputy Chief is second in command and plays a key role in advancing the College's commitment to safety, community engagement, and proactive campus policing.

# About Wellesley College

Founded in 1870, Wellesley College is one of the nation's leading liberal arts colleges for women and a global leader in women's higher education. Consistently ranked among the top liberal arts institutions in the United States, Wellesley is currently ranked #7 among National Liberal Arts Colleges by U.S. News & World Report and is widely recognized for the strength of its academic programming and undergraduate teaching. Located approximately 12 miles west of Boston, Wellesley's beautiful 500-acre residential campus features more than 70 academic, residential, and administrative buildings, colorful gardens, landscaped grounds, and beautiful views of Lake Waban, providing an inspiring setting for a serene community life.

Wellesley's campus is home to approximately 2,400 students representing a truly global community. Students come from all 50 states and more than 80 countries, with more than 30 languages spoken across campus. More than half of Wellesley students identify as students of color, and approximately 20 percent are first-generation college students, reflecting the College's commitment to access and inclusion. Wellesley offers more than 50 academic majors and more than 150 student organizations, supported by a distinguished faculty and staff dedicated to preparing students to lead and contribute meaningfully to society.

The Department of Public Safety supports this mission by working collaboratively across the College to ensure a safe, supportive, and engaged campus environment for students, faculty, staff, and visitors.

## About the Position

The Deputy Chief works closely with campus leadership, students, faculty, and staff to foster a safe, inclusive, and supportive campus community while advancing a proactive approach to safety, education, and engagement. The position requires a leader who understands the unique dynamics of a residential academic environment and can build trust across a diverse campus population.



The successful candidate will bring strong operational experience, sound judgment, and the ability to navigate complex situations with professionalism and discretion. Equally important is the capacity to approach campus safety through collaboration and problem-solving, recognizing that effective public safety in higher education often requires thoughtful engagement, prevention, and partnership across the institution.

## Key Responsibilities

The Deputy Chief assists the Director of Public Safety and Chief of Police in the leadership, management, and strategic coordination of the department and assumes command in the Chief's absence. Duties include the following:

- Responsible for emergency management planning and response, and participating on the College's Emergency Operations Team (EOT)
- Oversees the emergency notification system and related safety communication protocols
- Leads and supervises criminal and administrative investigations, including oversight of internal affairs and professional standards
- Supports recruitment, hiring, and professional development of sworn personnel
- Serves as the department's Clery Act Compliance Coordinator and works collaboratively across campus to ensure regulatory compliance
- Assists with the preparation and publication of the College's Annual Security and Fire Safety Report
- Develops and delivers campus safety education programs for students, faculty, and staff
- Supports department budgeting, policy development, and operational planning
- Collaborates with campus partners and external law enforcement agencies on safety initiatives
- Assists with labor relations matters, including grievance review and collective bargaining support
- Serves as training supervisor and ensures departmental compliance with POST and MPTC training standards
- Supports the advancement of department technology, communication systems, and operational practices that enhance services to the campus community

The Deputy Chief serves as a central partner in maintaining strong partnerships across campus while ensuring the department delivers professional, responsive, and community-centered public safety services.



# Minimum Qualifications

- Bachelor's degree in criminal justice or other related field from an accredited college or university
- At least 10 years of progressive policing experience, including at least 3 years of management or command-level experience or an equivalent combination of training and experience
- Prior experience in emergency management, including with the Incident Command System (ICS) and emergency response coordination
- Knowledge of Clery Act compliance and campus safety regulations
- Ability to obtain and maintain POST certification in the Commonwealth of Massachusetts within six months of hire
- Eligibility to obtain and maintain a Massachusetts License to Carry within two months of hire
- Ability to meet certification requirements under Massachusetts General Law Chapter 22C, Section 63 as a Special State Police Officer

## Ideal Candidate

The ideal candidate will demonstrate the following:

- An approach to campus safety that centers students' experience and is committed to their success and well-being
- The ability to lead and motivate staff while creating and maintaining a collaborative departmental culture
- Strong communication skills—to build and sustain collaborative relationships with students, faculty, staff, and external partners
- Sound judgment—to navigate complex situations with professionalism and discretion
- Strategic thinking—to contribute to the department's long-term success



## Preferred Qualifications

- Master's degree in criminal justice or other related field from an accredited college or university
- Demonstrated experience in criminal and internal affairs investigations
- Completion of advanced police leadership or management training, such as the Senior Management Institute for Police (SMIP), the FBI National Academy, or comparable executive leadership training
- Experience in labor relations or collective bargaining environments
- Experience developing and delivering crime prevention and safety education programs within a campus or community setting

## Compensation

The salary for this position is **\$130,000–\$140,000**, commensurate with experience and qualifications, and excellent benefits.

## Application Process

The Police Executive Research Forum (PERF) is assisting Wellesley with the selection process.

Qualified and interested candidates who resonate with this vision and believe they can make a difference may apply by August 27, 2026, with a cover letter, résumé, and five professional references in confidence to [WCDeputychief@policeforum.org](mailto:WCDeputychief@policeforum.org).

For questions about this position, contact Antoinette Tull at [Antoinette@Hurtlellc.com](mailto:Antoinette@Hurtlellc.com) or (804) 640-0323 or Rebecca Neuburger at [Rcneuburger@gmail.com](mailto:Rcneuburger@gmail.com) or (202) 997-6287.

## EEO

Wellesley College is an Equal Opportunity Employer and is committed to increasing the diversity of the College community and the curriculum. Wellesley College and all its subcontractors shall abide by the requirements of 41 CFR 60–1.4(a), 60–300.5(a), and 60–741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity, or national origin. Moreover, these regulations require that Wellesley College and all of its subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or veteran status.