

**CITY OF OAKLAND  
CHIEF OF POLICE**

The City of Oakland (population 455,622) seeks a Chief of Police who is passionate about public service and committed to best practices. The Chief of Police serves as the Chief Executive Officer of the Oakland Police Department and is expected during the next chapter of the department's history to fully and finally effect the long sought transformational change of policing in Oakland. The new Chief of Police will assume the helm of a police department with 712 sworn employees and 300 civilian employees and an operating budget of \$360M.

The mission of the Oakland Police Department is to provide police service focused on public safety and the sanctity of life, to hold itself accountable to a high standard of conduct, efficiency, and efficacy and to promote mutual respect between the Department and the Communities of Oakland. The department aspires to be the model police department for the entire United States.

The ideal candidate aims to transform the department into a community-centric organization that maintains a strict stance against crime and misconduct. They will be dedicated to collaborating with neighborhoods and community groups, valuing residents' contributions to public safety.

The new Chief will be responsible for leading the organization in their efforts to establish trust and respect within the department and within the city. These efforts will be defined by a substantial shift toward community engagement and community-oriented policing, ensuring that the department adopts and adheres to the best practices of policing that are in alignment with the core values of being community centered and transparent.

The next Chief of Police should be a strong, communicative, and compassionate leader with a track record of reducing crime and working effectively with diverse communities in complex urban environments. They should prioritize integrity, transparency, and innovation while promoting public safety for all residents of Oakland.

The ideal candidate should have a minimum of ten years of municipal law enforcement experience, including five years at the level of Police Captain/Commander or higher, along with at least two years as Deputy Chief in a medium-to-large law enforcement agency. Previous experience as a Police Chief in a similar-sized organization is desirable. A Bachelor's degree is required, and a Master's degree is preferred.

**POST Background:**

Required to successfully pass a qualifying medical, psychological, and extensive background screening procedure consistent with California POST regulations.

The current salary range for the position is \$264,402 - \$338,241 annually. The City of Oakland offers an attractive benefits package that includes retirement; medical, dental, and vision insurance; paid vacation leave, sick leave, holidays, and other generous benefits.

Strong preference for candidates who are willing to live and/or relocate to the city of Oakland or somewhere reasonably nearby for immediate emergency response.

The position is open until filled. First consideration will be given to applications received by **Friday, February 9, 2024**. To apply for this outstanding opportunity, please electronically submit your

resume and a cover letter of interest to The Byers Group: [OPD@byersgroupca.com](mailto:OPD@byersgroupca.com). The letter of interest should outline why you are interested in joining the City of Oakland and your relevant accomplishments.

Confidential inquiries are encouraged and can be directed to: Ms. Brett Byers, 323-403-8279, [brett@byersgroupca.com](mailto:brett@byersgroupca.com) and/or Ms. Christine Boulware at 312-391-6098, [christine@byersgroupca.com](mailto:christine@byersgroupca.com).