

THE CITY OF RICHARDSON, TEXAS

Seeks a

CHIEF OF POLICE

(Starting salary & benefits are highly competitive & negotiable, DOQ)

Richardson, established in 1873 and chartered in 1956, is located in Dallas and Collin Counties approximately 12 miles north of the Dallas Central Business District. With a current estimated population of 101,000, Richardson is strategically situated within a high-growth corridor traversed by two major highways, Central Expressway (U.S. 75) and President George Bush Turnpike. The Police Chief is a member of the City's senior management team and a recognized community leader. The vacancy for the position was created by a retirement. Reporting directly to the City Manager, the new Chief will take command of a police agency charged with providing police services to a community with racial and cultural diversity, a variety of socioeconomic factors, heavily traveled streets and highways, dynamic economic development and major ongoing redevelopment. The Chief will have a strong commitment to customer service, dedication to policing which involves the community, and an understanding of the importance in managing crime, public order and traffic safety issues. The successful candidate should have broad experience in all areas of a municipal police department including patrol, criminal investigation and administration with an established, successful record of effectively managing the activities and functions of a police department comparable or larger in size and complexity. RPD is a fully functional and modern municipal law enforcement agency comprised of 149 sworn officers and 94 non-sworn members with an annual operating budget of \$20.7 million.

The candidate's experience must include a diverse exposure to all aspects of municipal law enforcement management and the successful building of partnerships with the community and other law enforcement agencies. The ability to build consensus from differing points of view and accessibility to the community and departmental employees is essential. The Chief will demonstrate prioritization skills to maximize utilization of existing resources and development of future additional resources, a commitment to customer service, and a record of developing and enhancing effective relationships between the police department and neighborhood organizations, schools, and civic/business groups. Outstanding communication, interpersonal and motivational skills are imperative, with a record of personal and professional integrity.

Required education will include a Bachelor's degree from an accredited college or university with major coursework in police science, criminal justice, public administration, or a closely related field; a graduate degree in a related field is preferred. Ten years experience in municipal law enforcement or equivalent is required, with a minimum of four years experience in a command level position of Lieutenant or above. Police management experience in a municipal police agency of 200 or more members or service as the

administrative head of an agency of 100 or more members is required. Other requirements include possession of, or ability to obtain, a valid Texas driver's license within thirty days; possession of, or ability to obtain, Peace Officer certification from TCLEOSE; and completion of advanced training such as FBINA, SPI, ILEA, or LEMIT is preferred. The City may consider substitutions of education, training or experience on a case by case basis.

Qualified candidates please submit your resumé online to THE WATERS CONSULTING GROUP, INC. by visiting our website at www.watersconsulting.com/recruitment. This position is open until filled; however, the first review of applicants will take place on **April 3, 2009**. Following the first review date, resúmes will be screened against criteria outlined in this brochure. Final interviews in Richardson will be offered by the City Manager to those candidates named as finalists, with reference checks, background checks and academic verifications conducted after receiving candidates' permission. The final interview process will be held in **May**. For more information please contact **Chuck Rohre** by calling our toll free number 877.356.2924 or by visiting our website at www.watersconsulting.com.

Applicants selected as finalists for this position will be subject to a criminal history/credit/drivers license check prior to interview. Under the Texas Public Information Act, information from your resumé may be subject to public disclosure.

The City of Richardson is an Equal Opportunity Employer and values diversity at all levels of its workforce!