



TOWN OF CAMDEN, MAINE

CHIEF OF POLICE

An Exceptional Opportunity in Coastal Maine

Department: Camden Police Department | Reports To: Town Manager | FLSA Status: Exempt
Salary is negotiable and commensurate with experience | Employment: Full-time, Employment
Agreement | Closing Date: 4/24/2026

THE COMMUNITY

Camden, Maine is one of New England's most celebrated coastal communities. Situated on the western shore of Penobscot Bay with the Camden Hills as a dramatic backdrop, Camden is a four-season destination known for its working harbor, historic windjammer fleet, vibrant arts and cultural scene, and exceptional quality of life. The Town's year-round population of approximately 5,000 swells significantly during the summer and fall seasons, bringing with it the pleasures — and the public safety demands — of a nationally recognized tourist destination.

Camden is a full-service municipality governed by a Town Manager and a five-member Select Board. The community has a strong tradition of civic engagement and high expectations for its public institutions. The demographic profile includes a substantial proportion of older year-round residents, a thriving business community, and seasonal visitors who deserve the same standard of professional, respectful, and responsive law enforcement service as full-time residents.

THE OPPORTUNITY

The Town of Camden is seeking a progressive, collaborative, and community-centered law enforcement professional to serve as its next Chief of Police. This is a rare opportunity to lead a dedicated department in one of Maine's most distinctive and desirable communities — and to shape the future of public safety in Camden for years to come.

The Chief of Police is the department's chief administrator and sworn senior officer, reporting directly to the Town Manager. The Chief is responsible for the full spectrum of police administration: strategic planning, budget and capital management, personnel leadership, labor relations, community policing, emergency management, technology oversight, and active partnership with Town government, regional law enforcement agencies, and the community. The Chief serves as a key member of the Town's senior management team and is expected to be a visible, engaged, and trusted presence in Camden's civic life. Camden offers a unique professional environment — small enough to know every officer and every neighborhood, complex enough to demand sophisticated leadership. The successful candidate will bring both the administrative depth to manage a professional department and the personal qualities to earn the trust of a community that takes its relationship with its police department seriously.

KEY RESPONSIBILITIES

The Chief of Police will be expected to provide leadership across the following areas:

Leadership, Policy, and Strategic Planning

- Develop and execute a multi-year strategic plan that is responsive to Camden's coastal, seasonal, and demographic character, including planning for variable staffing and service demands.
- Formulate, implement, and regularly review departmental policies, goals, and program priorities in alignment with the Town Manager's direction and community needs.
- Plan and coordinate police resources for Camden's harbor events, windjammer fleet activities, arts and cultural gatherings, and other special events.
- Continuously monitor emerging trends, technologies, and legal developments in law enforcement and advise the Town Manager accordingly.

Budget, Finance, and Capital Planning

- Prepare and administer the annual departmental operating budget and a multi-year capital improvement plan covering vehicles, equipment, technology, and facilities.
- Actively pursue grant funding and other external revenue opportunities.

Personnel Management and Labor Relations

- Lead all aspects of the personnel lifecycle — recruitment, evaluation, coaching, discipline, and development — with consistency, fairness, and a commitment to building a high-performing team.
- Manage the Town's labor relations with the departmental bargaining unit, including collective bargaining negotiations.
- Develop and sustain an officer wellness program that supports the mental, emotional, and physical health of all personnel.

Operations, Standards, and Accountability

- Establish and enforce professional standards of conduct; implement a comprehensive use-of-force policy with rigorous oversight and regular de-escalation training.
- Direct departmental technology programs including body-worn cameras, digital evidence management, and records systems.
- Apply data-driven policing strategies to guide resource allocation, crime prevention, and operational decision-making.

Community Policing and Public Engagement

- Design and sustain community policing programs responsive to Camden's diverse population — older adults, year-round families, seasonal visitors, and the business community.
- Serve as the department's primary spokesperson; maintain transparent, timely communication with the public, media, and Town boards.
- Lead the Community Policing Advisory Group and maintain active liaison with the Select Board, Board of Education, and other bodies.

Emergency Management and Critical Incident Response

- Serve as the department's senior incident commander during major emergencies, critical incidents, and natural disasters; maintain current NIMS/ICS certification.
- Integrate the department fully into the Town's Emergency Operations Plan and regional multi-agency response frameworks.
- Develop, maintain, and exercise emergency response and continuity of operations plans tailored to the risks of a coastal Maine community.

QUALIFICATIONS

Required:

- A bachelor's degree in public administration, criminal justice, organizational development, human resources, or a closely related field. A master's degree is preferred.
- A minimum of ten (10) years of progressively responsible law enforcement experience, including at least five (5) years in supervisory, command, or senior administrative positions.
- Demonstrated experience in municipal budget development and fiscal management; personnel management and labor relations; strategic or organizational planning; and community policing program development.
- Experience with use-of-force policy development and accountability; body-worn camera and law enforcement technology administration; and data-driven policing practices.
- Knowledge of emergency management principles (NIMS/ICS); current certification or the ability to obtain it within one year of appointment.
- Must hold and maintain active certification as a full-time law enforcement officer in Maine, or have graduated from the Maine Criminal Justice Academy Basic School, been waived, or be eligible for such a waiver.
- Valid Maine driver's license.
- Must reside within, or be willing to relocate to, reasonable proximity to Camden sufficient for timely emergency response.

Preferred:

- Maine Criminal Justice Academy Executive Certificate.
- Graduation from the FBI National Academy, New England School of Police Staff and Command, Senior Management Institute for Police, or an equivalent senior leadership program.
- Prior experience in a coastal, tourist-economy, or seasonally variable law enforcement environment.
- Experience with law enforcement accreditation (CALEA or MLEAP).

COMPENSATION AND BENEFITS

The Town of Camden offers a competitive compensation package commensurate with qualifications and experience. Salary is negotiable and commensurate with experience. The position is covered by an employment agreement and includes participation in the Maine Public Employees Retirement System (MainePERS), health and dental/vision insurance, and other benefits consistent with Town policy. Additional details will be provided to candidates advancing in the process.

HOW TO APPLY

Interested candidates should submit the following materials as a single PDF to **jesancy@camdenmaine.gov** no later than **April 24th, 2026**.

- A cover letter (not to exceed two pages) describing your interest in the position, your vision for community-centered policing in Camden, and how your background has prepared you for this role.
- A current résumé.
- Contact information for five professional references, at least three of whom have direct knowledge of your law enforcement leadership experience. References will not be contacted without prior notice to the candidate.

Questions regarding the position may be directed to **Janice Esancy, Assistant Town Manager** at **(207)236-3353** or **jesancy@camdenmaine.gov**

The full job description is available at **www.camdenmaine.gov** or upon request.

The Town of Camden is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or any other characteristic protected by applicable law.

Candidates are encouraged to apply promptly. The position will remain open until filled; however, the Town reserves the right to close the recruitment at any time after the stated deadline.