

Police Chief, Ashland, MA

Applications Accepted Until February 28, 2022

The **Town of Ashland** (12.9 sq. mi., pop. 16,593), a dynamic, thriving community in Metrowest Boston, is seeking a qualified, experienced, and energetic leader for the position of **Police Chief** to navigate the Ashland Police Department through its next chapter. Reporting to the Town Manager and working collegially with our Fire Chief and Town agencies, the Police Chief will craft new techniques of collaboration and outreach. The Town seeks a champion of our closely held values: responsive and welcoming assistance for patrons, development of staff, extraordinary benefit to the community, and innovation. Ashland is an engaged and diverse community, proud of our history, celebrating our advancements.

Visit <https://www.ashlandmass.com/> for the [Police Chief Employment Profile](#) or for more details.

PRIMARY AREAS OF RESPONSIBILITY

The mission of the Ashland Police Department is to promote an atmosphere of partnership with the community, working together toward the common goal of protecting life and property. We are determined to enhance the overall quality of life through mutual trust, respect, and the fair and equitable enforcement of the laws while carefully safeguarding the dignity of all. The Ashland Police Department is committed to policing with the citizens of Ashland to achieve a safe, healthy, and self-reliant community.

The Police Chief is responsible for implementing and promoting the mission of the Ashland Police Department, which will include the following:

- Manages, coordinates and oversees the activities of the APD.
- Develops and manages budgets.
- Formulates and establishes policies and procedures on a variety of issues in synchronization with state regulations and policies
- Assists in the formulation and development of strategic planning efforts to address the town's future development and goals.
- Responds to a wide variety of citizen issues and requests; conducts research as necessary and engages in problem-solving.
- Represents the town in various settings and with various intergovernmental groups and officials.
- Coordinates and prepares any special research reports on a wide variety of functions and issues.

OUR COMMUNITY

The Town of Ashland's ideal location midway between Boston and Worcester provides easy access to the interstate highway system and the Massachusetts Turnpike. Ashland was, in earlier times, a stopping point on a major Indian trail which later became known as the Bay Path, connecting Cambridge and Connecticut. It was here that a community of Natick Indians was established as the Village of Magunkaquog in about 1659.

Once the original starting point of the world famous Boston Marathon, which still runs through Ashland, the town is also known as the site of Henry Warren's invention of the electric clock, later manufactured here under the Telechron name. Ashland, although predominantly residential, is committed to a close working relationship with its business community. Businesses, residents and visitors look forward to "Ashland Day," a not-to-be-missed annual celebration of traditional New England spirit!

Today, Ashland is evolving through a revitalization of its downtown, addition of new schools and facilities, renovation of historical structures, and crafting of outdoor trails and gathering places. The Town is proud of its centuries-old landmarks, beaches, parks, conservation areas, and annual art festivities - we have much to celebrate. Grounded in our history, we are thoughtfully cultivating our future.

ASHLAND POLICE DEPARTMENT

With an operating budget of \$3.7 million and staff of approximately 45, Ashland Police Department serves our diverse community of residents and is a vital foundation of the Town's operations. You're invited to visit <http://www.ashlandpd.org/>.

A new and exciting milestone now awaits Ashland Police Department — and our new Police Chief — as we redefine community policing in this new world in which we find ourselves: a new public safety facility, police reform, and a variety of new issues to tackle in areas of public and mental health. We respect the department's past and unite with our community's engagement and enthusiasm into our future.

ATTRIBUTES AND QUALIFICATIONS

- Minimum (10) ten years progressively responsible police experience with five years in a command position at minimum rank of Lieutenant
- Bachelors' degree required, Masters or JD preferred
- Graduate of a full time MA Police Academy or able to obtain MA certification within a reasonable time period; FBI-National Academy preferred
- Administrative/budgeting experience.
- Experience in a union setting preferred.
- Comprehensive knowledge of public safety management and organization theories, principles, practices, laws and regulations of public policing at the local level.

- Considerable knowledge of the laws, rules, and regulations which apply to policies and practices in public safety.
- Ability to exercise considerable initiative and independent judgment in analyzing and applying standards to a variety of situations.
- Ability to analyze complex organizational and administrative problems and to formulate, develop and initiate their solution.
- Ability to establish and maintain effective working relationships across all departments and throughout Town.
- Ability to exercise tact, courtesy, firmness and fairness in contact with colleagues and the general public, and in the application of regulations and guidelines.
- Considerable knowledge of the principles and practices of leadership and supervision including communications, motivations, performance coaching, conflict resolution, etc.
- Ability to make administrative decisions independently and in accordance with established laws, regulations and town policies.

PLUS,

- An inspiring sense of excitement and **spirit** that fuels the approach to community policing and organizational leadership
- Passionate **commitment to community** and unwavering belief in the role that public safety play in our communities
- Hands-on knowledge of the **principles** and practices of 21st-century policing
- **Proactive, problem-solving mindset**; a collaborative, flexible style; and a drive to innovate
- Demonstrated **skill** in communication, team-building, organization, financial management, and outreach
- Knowledge of compliance and **state statutes** relating to the operation of a police department.

The Police Chief is a full-time, 40 hour/week, exempt position with a salary commensurate with qualifications, ranging from \$145,000 to \$165,000. Residence in a community with its border within 15 miles of Ashland's border within one year of appointment. A conditional offer of employment would be subject to a thorough background investigation and physical and psychological examinations. Ashland offers an excellent benefit package. The posting will remain open until the position is filled.

Interested and want to make a difference? Applicants should submit a cover letter of introduction and a resume along with an application to humanresources@ashlandmass.com or by mail to: Human Resources Department, Attn: Police Chief Search, 101 Main St., Ashland, MA 01721. AA/EOE.