



Chief of Police

The City of Gardiner seeks an experienced professional law enforcement leader who will continue the community-focused service delivery provided by the police department's talented staff. The new Police Chief will lead a department that enjoys strong community support and is well thought of. The selected individual must be a strong communicator, adept at coaching and developing staff, approachable, willing to tackle challenges, inclusive, collaborative, and an out of the box thinker. The Police Chief serves a key member of the City's management team and is expected to participate in decision making efforts that will drive growth of and success of the community. The Chief reports directly to the City Manager.

About the Community

Gardiner is in Kennebec County and is situated in a perfect spot – 49 minutes north of Portland, Maine, 60 minutes to the Coast, and only 40 minutes to the Belgrade Lakes Region. With a population of roughly 5,900 residents. Popular with tourists, for its historic culture architecture as well its Waterfront Park and Marina along the Kennebec River. Gardiner is also a nationally accredited Main Street America community. Please visit the City of Gardiner's webpage for more information. <https://www.gardinermaine.com/>

About the Department

When fully staffed the department consists of 9 full-time officers (2 Sergeants and 7 Patrol Officers), full-time Detective Sergeant, 2 School Resource Officers, Part-Time civilian Safety Officer (animal control, parking enforcement, harbor management and school crossing guard) and an Executive Assistant. The department has an annual operating budget of \$1,507,000.

Qualifications

- Proven track record of success in a comparable community and a demonstrable commitment to equity and inclusion.
- Firm grasp of municipal law enforcement methods and willingness to adapt to evolving standards and practices following community needs and expectations.
- Ability to develop and maintain positive relationships with elected officials, business and community leaders, advisory boards, the news media, and the public.
- Exceptional communicator who can inspire credibility and public trust and interact respectfully with citizens from all backgrounds.
- Ability to negotiate agreements and/or reach consensus among diverse interests.
- Respected mentor skilled in identifying, developing, and collaborating with high-quality staff to achieve effective and efficient service delivery.
- Ability to attract and retain a diverse staff of sworn and civilian employees that reflects the community.

- Leads as a positive role model for customer service, ethical behavior, transparency, dispute resolution, and problem-solving, fostering a culture that values and respects all members of the team and the community.
- Have strong and transparent communication skills with an open-minded attitude towards employee-related problem-solving.
- Recruiting and training are an integral part, and it is imperative to have a leader who is skilled in these areas.
- Knowledge and understanding of statewide or national accreditation standards.
- Labor and management experience.

Position Requirements

- Must be a certified Maine Law Enforcement Officer or can obtain Certification through the Maine Criminal Justice Academy within six months of being selected.
- Candidates must possess a bachelor's degree in criminal justice, business administration, public administration, communications, or a related field. A Master's degree is a plus.
- Candidates should also have at least ten years of law enforcement experience and three years of experience in a law enforcement supervisory position.
- Completion of an advanced police management school such as the FBI National Academy, Police Executive Research Forum Senior Management Institute for Police, the Northwestern School of Police Staff and Command, or the Southern Police Institute Administrative Officers Course/Command Officers Development Course is highly desired. Other leadership training will be evaluated on a case-by-case basis.

How to Apply

Well-qualified individuals are invited to apply electronically by submitting a resume, a cover letter, and contact information for at least three professional references by **Friday, February 24, 2023**.

City of Gardiner
City Manager Andrew R. Carlton
acarlton@gardinermaine.com

Telephone inquiries will not be accepted for this position.

- Applicants are encouraged to submit their application packets as soon as possible for consideration.
- The selected candidate for the position will be required undergo a thorough Pre-Employment Background Investigation and at the discretion of the City Manager additional hiring procedures may be required.

Benefit Package

- The City of Gardiner offers a competitive salary and benefit package that includes the following:
 - Medical, dental and life insurance
 - Paid Holiday
 - Sick and Vacation time
 - Maine Public Employees Retirement System

The City reserves the right to reject all applications and to select the most qualified applicants.

The City of Gardiner is an Equal Opportunity Employer.