

### **Who We Are:**

The Executive Office of Energy and Environmental Affairs (EEA) seeks to protect, preserve, and enhance Massachusetts' environmental resources and create a clean energy future for all residents. Through the stewardship of open spaces, the protection of environmental resources, and the advancement of clean energy, EEA works tirelessly to make Massachusetts a wonderful place to live, work, and raise a family. Our commitment to environmental justice ensures that every resident, regardless of background or location, can live in a safe, clean environment and shares equally in the benefits of the clean energy transition.

### **Who We Are as an Employer:**

At EEA, we create meaningful, inclusive opportunities that empower our employees to make a real difference in shaping the environmental future of Massachusetts. We foster a workplace culture where diversity is valued, innovation is encouraged, and collaboration thrives. Our employees play a vital role in advancing sustainability, environmental justice, and clean energy solutions, ensuring a positive and lasting impact on Massachusetts and its residents.

**Massachusetts Environmental Police (MEP): Protect the environment and the natural resources of the Commonwealth through enforcement, education and public outreach.**

### **Job Opening:**

The Executive Office of Energy and Environmental Affairs seeks applicants for a Colonel - Director of Massachusetts Environmental Police to perform the following duties:

The Colonel, as Director of the Massachusetts Environmental Police within the Office of Environmental Law Enforcement (OLE) under the Executive Office of Energy and Environmental Affairs, holds the highest-ranking position within the environmental police department. Tasked with comprehensive oversight of departmental operations, strategic planning, and administration, this role demands strong leadership, managerial acumen, and unwavering dedication to law enforcement while prioritizing the safety and security of the Commonwealth.

Leading a committed team of approximately 100 officers and 40 civilian staff members, the Colonel is charged with the vital responsibility of safeguarding Massachusetts' environment and natural resources through a multifaceted approach involving enforcement, education, and public outreach. Environmental Police Officers are entrusted with the responsible for monitoring and ensuring compliance with laws related to environmental protection, conservation and natural resource management.

In addition to overseeing resource planning and organizational development, the Colonel coordinates activities for Environmental Police Officers, the Communications Unit, and the Administrative (fiscal) section of the office. The Colonel exercises direct supervision over all daily departmental activities, including those of the Lieutenant Colonel, Majors, Captains, Lieutenants, Sergeants, and Environmental Police Officers within various specialized bureaus such as the Inland

Enforcement Bureau, Coastal Enforcement Bureau, Boating and Recreational Vehicle Enforcement, Safety and Education Bureau, Environmental Crimes Bureau, Hazardous Waste Enforcement Unit, Marine/Recreational Vehicle Theft Enforcement Unit, Enforcement Training, Dispatchers of the Communications Unit, and the Finance Department.

This pivotal role offers a unique opportunity to lead a dedicated team in the crucial mission of safeguarding the environment and upholding Massachusetts' laws, thereby ensuring a sustainable future for generations to come.

**Key Responsibilities:**

- Oversee and direct all activities of the Office of Environmental Law Enforcement (OLE).
- Provide enforcement oversight of Massachusetts General Laws (MGL) and Code of Massachusetts Regulations (CMR) related to environmental law enforcement and natural resources management.
- Coordinate environmental enforcement response efforts in collaboration with local, state, federal, and tribal law enforcement agencies.
- Guide the Homeland Security missions through cooperative agreements with the US Coast Guard in coordinating, patrolling, and enforcing the needs for state and national security.
- Develop and implement strategic plans, policies, and procedures to effectively address public safety needs and departmental goals, with an emphasis on conservation and resource management initiatives that connect and support agency missions.
- Provide visionary leadership to inspire and motivate departmental personnel towards achieving organizational objectives.
- Provide leadership in the selection, recruitment, hiring, retention, and promotion of Environmental Police Officers (EPOs) and civilian staff members.
- Supervise all aspects of daily departmental activities including personnel within various bureaus and units.
- Develop and manage the departmental budget of over \$14.3 million, including federal grants.
- Supervise the Office of Boat and Recreation Vehicle Registration and Titling Bureau.
- Manage staff planning, organization development, and coordinate activities for various the bureaus and units within the Office of Law Enforcement (OLE).
- Provide technical assistance regarding Massachusetts environmental statutes, rules, and regulations.
- Adhere to the Massachusetts Peace Officer Standards and Training (POST) Commission's certifications, trainings, and standards.

- Review, approve, and administer Massachusetts laws regarding Off Highway Vehicles (OHVs) and vessels.
- Collaborate closely with members of the Secretary's senior staff for support in human resources, finance, legal, government, external relations, and information technology systems.

**Preferred Experience:**

- A minimum of 8 years of progressive leadership experience in a unionized, organized environment, demonstrating strong management, labor relations, and organizational development skills.
- Thorough knowledge of all laws, rules and regulations relating to the duties of this office and the ability to correctly interpret and observe such laws, rules, and regulations.
- Knowledge of resource management and conservation to support agencies in aligning enforcement efforts with stakeholder priorities, ensuring coordinated responsibilities across departments and addressing key areas of concern.
- Knowledge of the general principles of leadership and ability to plan, organize, administer, manage, and direct the enforcement of the laws, etc., knowledge of modern, scientific, and efficient police management practices and procedures.
- Demonstrated leadership abilities in planning, organizing, administering, and managing law enforcement activities.
- Experience in administering disciplinary actions, as well as in setting, managing, and reviewing organizational policies to ensure compliance and alignment with strategic objectives.
- Ability to represent the division effectively in criminal cases and other legal proceedings.
- Certification as a law enforcement officer in good standing with applicable state or federal authority, or ability to obtain certification within six months of appointment.
- Advanced training such as the National Association of Conservation Law Enforcement Chiefs Association Leadership Academy, FBI National Academy, or equivalent.
- Management experience over specialized units in Conservation Law Enforcement such as a K9 program, Boating and OHV Accident Reconstruction, BOAR.
- Coordinates activities with other enforcement entities; State, Local, Federal and Tribal Law Enforcement.
- Must be able to obtain a valid MA License to Carry a Firearm and MA Driver's License.
- As a condition of employment, the successful candidate must be a current resident of Massachusetts or must establish residency in Massachusetts at the time of hire.

**Requires POST (Peace Officer Standards and Training) certification requirements within 6 months of hire.**

**MINIMUM ENTRANCE REQUIREMENTS:**

Applicants must have at least (A) seven (7) years of full-time or, equivalent part-time, professional, administrative, supervisory, or managerial experience in business administration, business management, public administration, public management, clinical administration or clinical management of which (B) at least four (4) years must have been in a managerial capacity.

**Comprehensive Benefits**

When you embark on a career with the Commonwealth, you are offered an outstanding suite of employee benefits that add to the overall value of your compensation package. We take pride in providing a work experience that supports you, your loved ones, and your future.

Want the specifics? [Explore our Employee Benefits and Rewards!](#)

**An Equal Opportunity / Affirmative Action Employer. Females, minorities, veterans, and persons with disabilities are strongly encouraged to apply.**

The Commonwealth is an Equal Opportunity Employer and does not discriminate on the basis of race, religion, color, sex, gender identity or expression, sexual orientation, age, disability, national origin, veteran status, or any other basis covered by appropriate law. Research suggests that qualified women, Black, Indigenous, and Persons of Color (BIPOC) may self-select out of opportunities if they don't meet 100% of the job requirements. We encourage individuals who believe they have the skills necessary to thrive to apply for this role.