

# CHIEF OF POLICE

## BEDFORD POLICE DEPARTMENT

BEDFORD, MASSACHUSETTS | TOWN MANAGER SARAH STANTON

APPLICATIONS DUE FRIDAY, JULY 15



# COMMUNITY

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The Town of Bedford is a quintessential New England community located in Middlesex County, Massachusetts. Bedford is situated approximately fifteen miles northwest of Boston and has a population of approximately 14,383.

Incorporated in 1729, the initial community of fifty households survived on farming and requisite industries. The town is home to a number of historic sites including the Old Burying Ground, The Wilson Mill, the Job Lane House and the original Bedford Battle Flag that was taken to the battles of Lexington and Concord at the dawn of the American Revolution in 1775.





# ABOUT BPD

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The Bedford Police Department is a full-service, accredited agency with 29 Full-Time Officers, and eight Full-Time Emergency Communications Operators with a proposed FY23 budget of \$4,238,246.

The Bedford Police Department is a national model of a community-minded police department dedicated to fair, just, respectful, responsible, safe and effective policing that aims to support and improve the quality of life of all community members.

The agency is built on community partnerships. BPD is a charter member of Communities for Restorative Justice and is at the forefront of programs supporting substance use disorder and recovery, mental health, procedural justice and police legitimacy.

Town Manager Sarah Stanton is the appointing authority for the Chief of Police, as well as staffing and promotions for all members of the Bedford Police Department.

# THE CANDIDATE

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The Town of Bedford is seeking a community-oriented, experienced and modern professional to serve as its new Chief of Police of the Bedford Police Department. The ideal candidate will be focused on community safety, but also on building relationships and supporting the quality of life of residents, business owners, Town employees, community members and visitors to the Town of Bedford.

The ideal candidate should have a relentless commitment to training and professional standards. The candidate is expected to have a demonstrable track record of dedication to professional standards and training—and the evolution of training in policing. The Chief also must be committed to a work culture and hiring practices of antiracism, diversity, equity, and inclusion.

The next Chief must be a reformed-minded leader with an emphasis on implicit bias training, procedural justice, restorative justice and police legitimacy. The Chief must work to build trust and nurture legitimacy by constantly seeking to improve the policing model during their tenure.

The Chief also must have exceptional interpersonal communication skills, and vast knowledge of cultural sensitivity, so that they may respond effectively to concerns raised by an informed and engaged public.

Additionally, the candidate chosen to lead the Bedford Police Department must be thoroughly committed not only to the policing profession and to the department, but to the entire community by ensuring that the highest level of transparency and accountability exists within the entire organization.

The next chief is expected to continue to maintain the department's robust communications platform for reaching out to and informing the public, community stakeholders and the news media in a timely and transparent manner.

# THE ROLE

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The Police Chief is appointed by and reports directly to Town Manager Sarah Stanton. The Police Chief shall have the responsibility for the administration and operation of the Bedford Police Department.

The Chief will plan and direct the internal and external activities of the Police Department in the enforcement of laws, regulations, and Town By-laws. The Chief will also establish realistic strategic planning goals, provide motivational leadership and direction to department staff. The ideal candidate will have a proven record of professionalism, integrity, transparency, cross-cultural competency, and community engagement.

As a Town leader, the Police Chief will embody the core value of community policing. The Chief will engage in public events and outreach initiatives and respond to all inquiries, complaints, and grievances in a timely and professional manner.

The Chief will be responsible for establishing and maintaining effective and productive working relationships with appointed and elected officials, Department Heads, Federal, State and Local Agencies, Community Stakeholders, Town Employees, Businesses and Bedford Residents. The Chief also is expected to maintain a positive and engaged relationship with the community.

The Police Chief will oversee all sworn and civilian staff of the department, including Animal Control and the School Resource Officers for Bedford Public Schools and for Middlesex Community College.



# QUALIFICATIONS

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- Education: Bachelor's Degree in Criminal Justice, Law Enforcement Public Administration or a related field. Master's Degree preferred. Graduates of major policing executive development programs including the FBI National Academy, the Police Executive Research Forum Senior Management Institute for Police or Police Executive Leadership Institute are encouraged to apply.
- Experience: A minimum of 15 years of experience in law enforcement with at least five years of progressively responsible command level experience at the level of Lieutenant, Captain, Deputy Chief, or Chief. Any equivalent combination of education and experience may also be considered.
- Possession of or ability to obtain a valid Massachusetts driver's license.
- Must have a valid Massachusetts Firearms License or the ability to obtain one upon hire.
- Applicants must be a graduate of the Commonwealth of Massachusetts Municipal Police Training Committee (MPTC) Basic Recruit Officer Academy (or eligible for a Permanent Exemption by the MPTC) and must satisfy all requirements set forth by the Massachusetts Peace Officer Standards and Training Commission for certification as a Police Officer in the Commonwealth of Massachusetts.

# COMPENSATION & BENEFITS

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The Town of Bedford offers a competitive salary and benefits package. The salary range is \$175,000-\$190,000 commensurate with qualifications and experience.

# APPLICATION & SELECTION

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Interested applicants should send a cover letter and resume, as a single PDF file to the Bedford Assistant Town manager of Human Resources and Administration Colleen Doyle at [cdoyle@bedfordma.gov](mailto:cdoyle@bedfordma.gov).

Cover letters and resumes are due by Friday, July 15, 2022 at 4 p.m.

