



Town of Rowley
Massachusetts 01969

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Job Vacancy Notice
Police Lieutenant
Police Department
Town of Rowley

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TOWN OF ROWLEY
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2026 FEB -5 P 1:52

The Rowley Police Department is seeking to fill the position of Lieutenant. This position is appointed by the Board of Selectmen upon recommendation by the Police Chief.

Summary:

The Lieutenant serves as the Executive Officer for the Department and is second in line of the department chain of command. In the absence of the Chief, the Lieutenant assumes the responsibilities and the overall administration of the Police Department. Subject to the direction of the Chief, the Lieutenant is responsible for the supervision and control of all subordinate officers and is responsible for the efficiency and effectiveness of members of the Police Department. The Lieutenant performs various functions relating to the administration and operation of the Police Department as directed by the Chief of Police.

This position is administrative in nature and is not covered by a collective bargaining agreement. The Lieutenant position's benefits will be governed by the Town of Rowley Personnel Bylaws except as noted herein. This position is a 40 hour per work week position at Pay Grade 14 in the Non-Union Compensation Schedule. The FY 26 salary range is \$93,709 – \$107,385. The Lieutenant's position will be eligible for various stipends and benefits. The Lieutenant will work primarily day shifts from 0800 – 1600 hours, Monday – Friday, but may change from time-to-time at the Chief's discretion.

Requirements:

Successful candidates for this position must possess strong leadership skills. A Bachelor of Science degree in criminal justice or related field is required. Five years

of progressively responsible supervisory experience in a law enforcement agency is required and having obtained the rank of sergeant or higher or have served in a demonstrated supervisory capacity, including but not limited to Officer-in-Charge assignments, supervisory roles, or formal training and field training responsibilities. Ten years of increasing administrative, technical and managerial responsibilities as a sworn law enforcement officer is required. The Lieutenant must be a certified graduate from an approved MPTC Recruit Academy, Bridge Academy, or obtain a permanent exemption from the MPTC. Must be certified or able to obtain certification through the Massachusetts POST Commission. The Lieutenant must possess or be able to obtain current certificates of training mandated by Massachusetts General Laws. In part these certificates include CPR, Medical First Responder, Firearms qualification, CORI, and CJIS. This will also include training mandated or inferred by changes in policies and procedures by Local, State and Federal legislation and case law. A valid driver's license is required for this position and the Lieutenant must also possess a valid Massachusetts firearms license.

Selection Process

- Qualified applicants will be provided with written notice of all applicable elements to include;
- Oral board interview(s)
- Formal and in-depth background investigation
- Physical Fitness Evaluation
- Medical and Psychological examination
- Chief's interview
- Failure by a candidate at any step may result in disqualification from the remainder of the process

Applications:

Qualified applicants must apply with resume and cover letter addressed to Police Chief Michael Balsley at: m.balsley@rowleypolice.com or mail to Rowley Police Department, 477 Haverhill St., Rowley, MA 01969 attn: Chief Michael Balsley by February 20, 2026. Applications should specifically address all elements listed in the requirements section of this posting. The Town of Rowley is an Equal Opportunity Employer.

DME 2/5/2026