



## **Chief of Police Town of Falmouth, Massachusetts**

The Town of Falmouth is seeking a community-oriented, experienced professional to serve as its new Chief of Police.

Falmouth is a historic shoreline town located on the southwest tip of Cape Cod, with an approximate year-round population of 32,000 and a seasonal population of more than 105,000. Falmouth covers 54.4 square total miles (44.1 land and 10.3 water) and ranks as the second largest town on Cape Cod and the 17th largest town in Massachusetts. Bordered by ocean bays on its west and south facing coasts, there are 10.3 square miles of harbors, saltwater inlets, and freshwater ponds.

The Falmouth Police Department is a full-service agency consisting of approximately 60 Police Officers, 5 Civilian Personnel, 2 embedded social worker positions (to be filled), and 7 seasonal Community Service Representatives. The FY23 budget is approximately \$6.9 Million.

The Police Chief is appointed by the Town Manager subject to the approval of the Select Board and works under the policy direction of the Town Manager. The Police Chief shall have the responsibility for the administration and operation of the Falmouth 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 establish strategic planning goals and 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 inquiries and complaints in a 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, businesses, and Falmouth residents. The Town seeks a leader who: will foster an environment that encourages officers to share their opinions and provide input to achieve community and department goals; has the ability to recruit and inspire officers of diverse backgrounds; and possesses the skills to build trust within the department and community.

### **RECOMMENDED QUALIFICATIONS**

- Education: Bachelor's degree in law enforcement, criminal justice or a related field, master's degree preferred. Familiarity and experience with the Massachusetts police accreditation process; familiarity and experience with community-oriented policing process; or an equivalent combination of education and experience. Graduates of major policing executive development programs, including FBI National Academy, Police Executive Research Forum Senior

Management Institute for Police, or Police Executive Leadership Institute are encouraged to apply.

- Experience: A minimum of fifteen years of progressively responsible police experience, with at least five years in a significant command and supervisory capacity. Proven experience working with labor unions required. Candidates must be active in the law enforcement field and hold a minimum rank of Lieutenant to apply.
- Experience in coastal/resort community preferred.
- Experience in a police department with at least 40 sworn officers preferred.
- 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.
- Possession of or ability to obtain a valid Massachusetts driver's license.

**SALARY:** Salary range of \$180,000+ commensurate with qualifications.

Interested applicants should send a cover letter and resume, as a single PDF file, via email to the Falmouth Director of Human Resources, Susan Lumping at [susan.lumping@falmouthma.gov](mailto:susan.lumping@falmouthma.gov). Cover letters and resumes should be received by 4:00 P.M. on Friday, March 10, 2023.

An assessment center for selected finalists is tentatively planned for April 15, 2023.

*The Town of Falmouth is proud to be an EEO/AA employer. Women and minority candidates are encouraged to apply.*