

Village of Lincolnwood, Illinois Chief of Police

GovHR USA is pleased to announce that Lincolnwood, Illinois, resident population of +12,590, seeks experienced police leaders to serve as this community's next Chief of Police. The former Chief has retired after a 37-year career in the police service, 11 years as the agency's Chief of Police. This well-resourced community is in northeastern Cook County approximately 10 miles from both downtown Chicago and O'Hare International Airport. The Village of Lincolnwood is an ethnically diverse and balanced 2.69 square mile suburb of Chicago. The Village has a strong base of residential, commercial and light manufacturing properties. The Village is a business-friendly community that has several ongoing development opportunities, and is considered the gateway to Chicago's Northshore.

Lincolnwood is governed as a home rule community under Illinois law and operates under the Village Board form of government with a full-time Manager. The President, with concurrence from the Board, appoints the Village Manager. The Village Manager is the chief administrative officer who oversees the day-to-day operations of the Village.

The community offers ample opportunity for recreation. The Lincolnwood Parks and Recreation Department manages 13 parks, an aquatics center, a 5,038 square foot community center and two bike paths. The Department also offers a wide variety of programs and events including aquatics, fitness, summer camps, after-school programs, athletics, outdoor recreation and special events.

The Lincolnwood Police Department is currently staffed by 32 full-time Sworn Police Personnel, 6 full-time Non-Sworn Civilian Personnel and 2 Part-Time Non-Sworn Personnel. The Department's FY 2018 Budget is \$7.92 M. Police Officers are represented by the Fraternal Order of Police for collective bargaining. The Chief of Police is appointed by the Village President, with advice and consent of the Village Board.

The Ideal Candidate

The Village is seeking an innovative and collaborative professional with proven managerial experience, strong interpersonal and customer service skills.

The ideal professional background and qualifications for the Chief of Police position include:

- Will have a minimum of ten years of sworn police experience.
- Will have progressively responsible supervisory and leadership experience in a comparable law enforcement agency, preferably at the Commander level or higher.
- Must have an outgoing personality and be approachable and accessible to residents, business and governmental leaders.
- The next Chief of Police must be open and available to all Police Department staff and Village employees, welcoming of and encouraging diversity within both the department and the community.
- Candidates must be committed to training, professional development and community engagement, as well as embracing the benefits and techniques of community policing.

- Will have labor relations experience.
- Will be knowledgeable, experienced and adept at media relations.
- Must be experienced and supportive of the use of social media as an opportunity to engage Police Department stakeholders and promote the mission and goals of the Department.
- Should have a history of intergovernmental cooperation and relationship building.
- Should have experience interacting and collaborating with other law enforcement agencies and mutual aid groups.
- Must be knowledgeable of current best practices and policies in policing.
- Will have sufficient experience to review organizational structure, staffing, and personnel assignments and make changes when appropriate, to insure departmental capability to carry out its mission and responsibilities.
- Must be experienced in addressing internal organizational and personnel issues present in most police agencies as well as have demonstrated ability in addressing these problems in a positive, professional, timely and impartial manner.
- Is expected to be strategic thinker, anticipating issues or trends and must be open to new approaches and technologies while also thinking beyond the walls of the Police Department, understanding the needs of the Village as a whole and of the region's public safety community.
- Is expected to have excellent financial management skills, knowledge of capital planning and organizational management and a clear understanding of resource limitations while avoiding micromanagement.
- Will possess well-developed writing and public speaking skills.
- Will have an excellent reputation and demonstrate a high level of integrity.

Successful candidates will possess a Bachelor's Degree in Criminal Justice, Public or Business Administration, or related fields. A Master's Degree is strongly preferred. Advanced leadership training such as the F.B.I. National Academy, Northwestern University's School of Police Staff and Command, Southern Police Institute, Senior Management Institute for Police or similar programs is highly desirable. The annual salary range for this position is \$119,306 to \$157,483.92 dependent upon qualifications. The Village of Lincolnwood offers an attractive benefits package. Residency is not required.

Interested professionals may submit a resume, cover letter and contact information for 5 professional references by January 26, 2018 to consultants Joe De Lopez and Leo McCann at:

www.govhrusa.com/current-positions/recruitment

Electronic submissions are required. Telephone inquiries: GovHR USA (847) 380-3240

LINCOLNWOOD IS AN EQUAL OPPORTUNITY EMPLOYER