

## *Position Announcement*

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### **College of the Holy Cross Chief of Public Safety**

Founded in 1843 in Worcester, Massachusetts, the College of the Holy Cross is among the nation's leading liberal arts institutions. A highly selective, four-year, exclusively undergraduate college of 2,800 students, Holy Cross is renowned for offering a rigorous, personalized education in the Jesuit, Catholic tradition. Holy Cross highly values the unique skills, perspective, talents and passion that each employee contributes to its learning community. To work at the College is to accept an invitation to participate in the growth and development of all campus members--students, faculty and staff. The College's commitment to diversity is an important feature of the Holy Cross education. Informed by the presence of diverse interpretations of the human experience, Holy Cross is building a community marked by freedom, mutual respect, and civility. The College seeks others who support their values of diversity and inclusiveness.

Reporting to the Vice President for Administration and Finance, the Chief of Public Safety is broadly responsible for the management of public safety and security at the College and leads, plans, organizes, manages, and directs all activities of the Public Safety Department to advance their mission of ensuring a safe, secure, and welcoming campus. The Chief oversees the investigation of all criminal activity on property owned, leased, or occupied by the College; manages the public safety enforcement of College regulations including parking, smoking, trespassing etc.; and is responsible for maintaining campus building security and appropriate security access based on the defined policy and procedures for students and employees to ensure the safety of the Holy Cross community. In addition, the Chief is responsible for all crime reporting required by the Clery act, and incident documentation and resolution; acts as the key liaison between the College of the Holy Cross Public Safety department and the Worcester Police Department as well as state, county, and federal police and local, state and federal emergency response agencies; and collaborates with Risk Management, and other campus safety-related functions to monitor, assess, and rectify safety and security vulnerabilities. This position will advise senior campus leaders on security issues, liaise with campus constituencies and groups and, in general, act as the public face of the Public Safety Department. The Chief oversees a team of approximately 20 sworn officers and staff members and is responsible for their evaluation, training, and professional development.

The successful candidate will have a bachelor's degree and a minimum of ten years of experience managing a large and diverse public safety staff. A master's degree and public safety experience within a higher education environment are preferred. Candidates must meet, or be able to meet, all requirements for certification under Massachusetts General Law, Chapter 22C, Section 63 as a Special State Police Officer and be warranted to receive police powers by the Massachusetts State Police Licensing Unit, including valid MA driver's license and a valid Class A license to carry a firearm in accordance with MGL Ch. 140 Sec. 131. The Chief will possess proven critical thinking and analytical skills; demonstrated organizational acumen and the ability to initiate and advance organizational growth and change while fostering a collaborative, inclusive, and supportive work environment; outstanding management and leadership with excellent communication and interpersonal skills; and extensive experience in crisis management, innovation, supervision, and employee development. In addition, the successful candidate will demonstrate a commitment to diversity and inclusion; have knowledge of best practices in higher education law enforcement, emergency response, and risk management; keep a focus on personal growth and development for themselves as well as their team; maintain a service-oriented approach to working

with colleagues, students, faculty, and staff, and other community stakeholders; and possess a willingness to embrace the College's mission and values.

Review of applications will begin October 17, 2017 and continue until the position is filled. A resume with an accompanying cover letter may be submitted via the Spelman Johnson website at [www.spelmanandjohnson.com/open-positions](http://www.spelmanandjohnson.com/open-positions). Nominations for this position may be emailed to Heather J. Larabee at [hjl@sjgsearch.com](mailto:hjl@sjgsearch.com). Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

**Spelman Johnson**

College of the Holy Cross—Chief of Public Safety  
Heather J. Larabee – Search Associate

**Visit the College of the Holy Cross website at <http://www.holycross.edu>**

*The College is an Equal Employment Opportunity Employer and complies with all Federal and Massachusetts laws concerning Equal Opportunity and is a member of the Higher Education Consortium of Central Massachusetts (HECCMA).*