

Job Req ID: 110408

Deputy Chief of Police

Mission

The Johns Hopkins Police Department (JHPD) is committed to the equitable delivery of police services that prioritizes the well-being of our students, staff, faculty and guests. We build trust by engaging our community and partners as co-creators of the campus safety environment.

We employ knowledgeable, service-focused professionals who embrace diversity and recognize that safety is a community effort.

Johns Hopkins University Police Department is seeking a highly motivated individual to serve as the Deputy Chief of Police. The Deputy Chief works in a team environment with integrity, professionalism, humanity and courage to protect the lives and property of the Johns Hopkins community. The Deputy Chief regularly engages with students, faculty, staff and visitors in a variety of ways in order to provide services and needed information. The Deputy Chief provides oversight and management of police services to the Homewood, East Baltimore and Peabody Campus' where officers will be assigned to work. They will ensure JHPD is a leader in the provision of responsive, quality and customer service-oriented police department.

Responsibilities include ensuring community-oriented law enforcement services, patrols and crime prevention services to protect life and property, offering proactive support of student and staff initiatives, developing and maintaining a positive rapport with students, faculty, staff and members of the surrounding neighborhoods. Enforcing University policies and regulations, State laws and regulations. Working in partnership with other University staff.

Participates in budget planning and administration, as related to operational area. Assures department personnel comply with the rules, regulations, and policies of JHPD and the University.

The Deputy Chief of Police leads through the lens of 21st century policing and ensures officers and supervisors perform their duties in a manner that furthers public trust. The position will report directly to the Chief of Police.

Specific Duties and Responsibilities

1. Represents the JHPD's mission, vision and values when interacting with university, community, advocacy groups, and coordinates JHPD resources and activities to meet the goals set forth by the Chief of Police.
2. Provides executive management and leadership for the overall department. Maintains constant communication to ensure continuity of services and operations. Establishes priorities and strategies, holding supervisors accountable for executing proactive, customer service oriented and community policing initiatives, as well as crime suppression strategies. Looks for opportunities to actively engage in community policing and models for officers. Responsible for direct reports' performance evaluations and development of succession/development plans.
3. Works collaboratively with Chief of Police and other University leaders in a coordinated effort to ensure effective results for the overall department. Serves as a liaison for JHPD with other areas of the university and community. Meets regularly with division leaders from across the university and community to incorporate the JHPD into the activities, planning and development of campus-wide and community events. Coordinates with external stakeholders, including community groups, federal and state partners, victim advocates and other organizations.
4. Leads crime prevention strategies through the lens of 21st Century Policing and ensures the department creates strong relationships to develop public trust. Researches and utilizes up-to-date, peer-reviewed research and program evaluations to develop operations guidance to support the development of policies and procedures. Analyzes and effectively devises solutions and or action plans for complex, sensitive and/or hazardous situations.
5. Initiates and establishes mentoring programs for officers and leadership. Works closely with the Chief of Police to continue to strengthen community policing through collaborative discussion with university officials, students, faculty and staff, community stakeholders and police officers.
6. Works closely with leadership and training to ensure that customer service is the forefront of all officer's response to the community's needs.
7. Coordinates the efforts of multiple individuals and departments across Johns Hopkins University and Johns Hopkins Medicine in support of police department initiatives.
8. Supports the development of policies, procedures, and practices to support Johns Hopkins public safety operations.
9. Researches and provides recommendations for the procurement of infrastructure, equipment, technology, and other tools and resources necessary for police and public safety operations.
10. Supports community engagement and participation efforts, including open forums, local hiring events, and other public-facing events.
11. Maintains awareness of state, local, and federal legislation, and advises institutional leadership on legislative strategy and engagement with elected officials.
12. Supports the establishment and operations of the JHPD Police Athletics/Activities League.

13. Serves as police subject-matter-expert and liaison to other internal departments (i.e., Human Resources, Information Technology) and external stakeholders and partners (i.e., Maryland Police and Correctional Training Commission, Baltimore Police Department).

Minimum Qualifications

- Bachelor's degree in criminal justice, Social Science, Public Administration, Leadership, or other related field from an accredited university.
- Fifteen (15) years' experience as a commissioned law enforcement officer.
- At least five (5) years of that service at the rank of Captain (command staff) or above at similar size agency/department with broad responsibility over multiple functions of a police department.
- Distinguished service record and excellent performance evaluations, with no serious or recent record of discipline or citizen complaints.
- Additional education may substitute for required experience and additional related experience may substitute for required education, to the extent permitted by the JHU equivalency formula.

Conditions of Employment

Satisfactory completion of a Maryland Police Training and Standards Commission recognized or approved Police Academy Training program and successful completion of a Police Field Training program. Employees in this job class may be subject to pre-employment and random drug testing. Employees in this job classification will serve a one- year probationary period.

Other: Certification as a sworn Police Officer recognized by the Maryland Police Training and Standards Commission and valid Maryland Non-commercial Class C or equivalent driver's license.

Other: Clery act designated job as campus security authorities (CSA) member and will comply with Clery Act requirements.

Requirements

- Must be a citizen of the United States or a permanent legal resident of the United States who:
- (i) Is an honorably discharged veteran of the United States Armed Forces; and (ii) Has submitted an application for United States citizenship that is pending approval; and (2) Submit docu-

ments to the hiring law enforcement agency that support a claim of: (a) Citizenship; or (b) Permanent legal residency and proof of a pending application for United States citizenship.

- Must not have been convicted of a felony.
- Must demonstrate physical ability to perform job.
- Must possess and maintain a Valid Driver's License.
- Must have current MPTC certification.

* Finalists will be required to complete a comprehensive background check, including drug test, polygraph, medical and psychological evaluation.

Preferred Qualifications

- Master's Degree in related field.
- 10 or more years' experience of law enforcement in a university/school setting.
- Completion of national policing leadership development courses such as FBI. National Academy, Senior Management Institute of Police (SMIP) and/or School of Police Staff and Command (SPSC) etc.

Classified Title: Deputy Chief of Police

Working Title: Deputy Chief of Police

Role/Level/Range: L/05/LI

Starting Salary Range: Commensurate with Experience

Employee group: Full Time

Schedule: Mon - Fri 9 - 5

Exempt Status: Exempt

Location: JHU Homewood, Peabody and East Baltimore

Department name: 10001513-VP for Public Safety Office of

Personnel area: University Administration

Total Rewards

The referenced salary range is based on Johns Hopkins University's good faith belief at the time of posting. Actual compensation may vary based on factors such as geographic location, work experience, market conditions, education/training and skill level. Johns Hopkins offers a total rewards package that supports our employees' health, life, career and retirement. More information can be found here: <https://hr.jhu.edu/benefits-worklife/>

Please refer to the job description above to see which forms of equivalency are permitted for this position. If permitted, equivalencies will follow these guidelines:

JHU Equivalency Formula: 30 undergraduate degree credits (semester hours) or 18 graduate degree credits may substitute for one year of experience. Additional related experience may substitute for required education on the same basis. For jobs where equivalency is permitted, up to two years of non-related college course work may be applied towards the total minimum education/experience required for the respective job.

****Applicants who do not meet the posted requirements but are completing their final academic semester/quarter will be considered eligible for employment and may be asked to provide additional information confirming their academic completion date.**

The successful candidate(s) for this position will be subject to a pre-employment background check. Johns Hopkins is committed to hiring individuals with a justice-involved background, consistent with applicable policies and current practice. A prior criminal history does not automatically preclude candidates from employment at Johns Hopkins University. In accordance with applicable law, the university will review, on an individual basis, the date of a candidate's conviction, the nature of the conviction and how the conviction relates to an essential job-related qualification or function.

The Johns Hopkins University values diversity, equity and inclusion and advances these through our key strategic framework, the JHU Roadmap on Diversity and Inclusion.

Equal Opportunity Employer

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

EEO is the Law

Learn more:

https://www.eeoc.gov/sites/default/files/migrated_files/employers/poster_screen_reader_optimized.pdf

Accommodation Information

If you are interested in applying for employment with The Johns Hopkins University and require special assistance or accommodation during any part of the pre-employment process, please contact the Talent Acquisition Office at jhurecruitment@jhu.edu. For TTY users, call via Maryland Relay or dial 711. For more information about workplace accommodations or accessibility at Johns Hopkins University, please visit accessibility.jhu.edu.

Johns Hopkins has mandated COVID-19 and influenza vaccines, as applicable. The COVID-19 vaccine does not apply to positions located in the State of Florida. Exceptions to the COVID and flu vaccine requirements may be provided to individuals for religious beliefs or medical reasons. Requests for an exception must be submitted to the JHU vaccination registry. For additional information, applicants for SOM positions should visit <https://www.hopkinsmedicine.org/coronavirus/covid-19-vaccine/> and all other JHU applicants should visit <https://covidinfo.jhu.edu/health-safety/covid-vaccination-information/>.

The following additional provisions may apply, depending on campus. Your recruiter will advise accordingly.

The pre-employment physical for positions in clinical areas, laboratories, working with research subjects, or involving community contact requires documentation of immune status against Rubella (German measles), Rubeola (Measles), Mumps, Varicella (chickenpox), Hepatitis B and documentation of having received the Tdap (Tetanus, diphtheria, pertussis) vaccination. This may include documentation of having two (2) MMR vaccines; two (2) Varicella vaccines; or antibody status to these diseases from laboratory testing. Blood tests for immunities to these diseases are ordinarily included in the pre-employment physical exam except for those employees who provide results of blood tests or immunization documentation from their own health care providers. Any vaccinations required for these diseases will be given at no cost in our Occupational Health office.

Note: Job Postings are updated daily and remain online until filled.

JHU Homewood, Peabody and East Baltimore