



Chief of Police

United States Capitol Police

The United States Capitol Police (USCP) is currently seeking candidates for Chief of Police. The USCP is seeking a leader who can provide strategic direction and effectively manage one of the most dynamic and complex law enforcement environments in the country.

The Chief of Police is appointed by, and reports directly to, the United States Capitol Police Board (CPB), which is composed of the Sergeant at Arms of the United States House of Representatives, the Sergeant at Arms and Doorkeeper of the United States Senate, and the Architect of the Capitol. The Chief of Police is responsible for establishing and overseeing the mission, strategy, and vision of the department; overseeing the personnel, operations, and assets of the USCP; formulating personnel and budget requests; interacting with various Congressional committees and with individual members of Congress and their respective staffs; and planning and directing the activities of the USCP in accordance with CPB guidance.

The USCP has an authorized strength of more than 2,000 sworn positions and 500 nonsworn professional employees, with an annual salary budget of \$600 million and a general expense budget of \$200 million. The USCP is seeking \$960 million in total funding for fiscal year 2026.

Congress created the USCP in 1828. Its primary mission is to protect the Congress and the legislative processes—its Members, employees, visitors, and facilities—so it can fulfill its constitutional and legislative responsibilities in a safe, secure, and open environment. The USCP is charged with providing the highest quality of security and police services to deter, detect, disrupt, and respond to terrorist threats; to protect life and property; to prevent, detect, and investigate criminal acts; and to enforce traffic regulations throughout a 276-acre complex of 19 congressional buildings (including the 20,000 employees working in them), parks, and thoroughfares. In addition, the USCP is responsible for the protection of Members of Congress, Officers of Congress, their families, and staff as well as coordinating with local law enforcement when Members are in their home states and districts.

Operating within a complex political environment, the USCP is responsible for vigilant monitoring of intelligence to address the increasing threat environment against the Capitol and Members while helping to maintain an open setting for the conduct of the federal government's legislative process. The USCP carries out screening operations to detect, mitigate, and respond to both conventional and nonconventional threats. In addition, the USCP is responsible for the administration of security operations, in coordination with federal, state, and local partners, at highly visible major public events.

The ideal candidate will have at least 15 years of progressively responsible security or law enforcement management experience (with at least three years at the senior command level with oversight responsibility of a major law enforcement component) in an agency of comparable size or complexity to the USCP or commensurate experience in an equivalent organization. Candidates must possess a bachelor's degree (advanced degree preferred) and be creative thinkers with a track record of innovation and exemplary, result-oriented performance. Candidates will be evaluated based on their experience; education; and possession of the following knowledge, skills, and abilities:

- Leadership experience in managing a diverse workforce with a major law enforcement component in an environment where a high degree of political understanding and skill is required. Demonstrated ability to work collaboratively and build coalitions with individuals and constituency groups and law enforcement organizations that impact the Congressional community.
- Knowledge and experience in homeland security and counterterrorism best practices at the federal, state, city, or county level, including threat management, crisis response, and incident management skills at the senior command level.
- Ability to lead personnel, operations, and assets of the USCP in the execution of the department's strategy, mission, and vision in order to meet departmental goals.
- Ability to calmly, accurately, and succinctly communicate with stakeholders including elected Members of Congress; Officers of the Senate, House, and Congress; and staff of Congressional Leadership.
- Knowledge and experience in dignitary protection and physical security protocols for a large, high-profile setting that draws large numbers of visitors. Experience in dealing with public screening and perimeter security, including the detection of conventional and nonconventional threats while maintaining an open environment for the conduct of business.
- Ability to leverage emerging technologies that provide effective countermeasures against a broad range of asymmetric threats.
- Knowledge of issues related to the Continuity of Government (COG) and the Continuity of Operations (COOP) activities, such as relocation facilities, transportation and communication requirements, staffing, and resource responsibilities.
- Knowledge and experience to develop and implement strategic and tactical plans or operations while demonstrating the ability to think clearly and act effectively in emergency situations.
- Knowledge and experience in security event planning for complex, dynamic, and high-profile public events at the federal, state, city, or county level. Ability to work collaboratively as a leader in the development of security plans for the National Capitol Region, which includes the District of Columbia, eight cities and counties in Maryland and Virginia, and numerous federal law enforcement agencies.
- Knowledge and experience in federal or state emergency management planning and operations at the command level for an agency or police department.
- Knowledge and experience in budget formulation and budget and programmatic justification for resource requirements for a department with a similar size and complexity as the USCP and experience providing budget testimony at a senior command level.
- Knowledge and experience in interagency coordination, with proven experience building coalitions with federal, state, city, and county law enforcement agencies and military entities for law enforcement related to intelligence, security operations, emergency management, and homeland security.
- Knowledge and experience in emerging and critical issues in policing and demonstrated ability in the areas of resource management and strategic planning, performance management, labor relations, and internal controls, as well as a proven record of fostering and leading a diverse and inclusive organization.

- Ability to ensure fair and consistent application and strict adherence to the rules, regulations, collective bargaining agreements, and policies and to ensure equal employment, diversity, and inclusiveness in all department activities and opportunities.
- Ability to provide empathetic leadership and effectively listen and communicate with all levels of the organization in order to inspire and motivate personnel and establish a healthy working environment with a focus on wellness for all personnel.
- Knowledge and experience in dealing with the news media in a complex and active political environment with a high degree of national visibility.
- Ability to obtain and maintain a clearance at the TS/SCI level.

For more information about the USCP, visit their website at [USCP.gov](https://www.uscp.gov).

Salary is \$225,700 and includes a comprehensive benefits package.

This position requires an on-site presence. Occasional travel is required.

The Police Executive Research Forum (PERF) is assisting the CPB with the selection process. For immediate consideration, send a résumé, a letter summarizing your interest and qualifications, and the names of five work-related references to USCP2025@policeforum.org. The position is open until filled with anticipation of a recommended candidate list before the end of April. For more information, contact Rebecca Neuburger at 202-997-6287 or rcneuburger@gmail.com or Zoe Mack at 202-454-8314 or zmack@policeforum.org.

The U.S. Capitol Police is an Equal Opportunity Employer in accordance with applicable federal laws, rules, and regulations pertaining to the House of Representatives and U.S. Senate.