



STATE COLLEGE BOROUGH
State College, PA
Chief of Police

The Borough of State College, Pennsylvania, is seeking a visionary and community-oriented law enforcement professional to serve as its next Chief of Police. This is a unique opportunity to lead an accredited, progressive police department in a vibrant, diverse, and highly educated community that is home to Penn State University.

Located in the heart of Central Pennsylvania, State College Borough is a dynamic municipality known for its high quality of life, engaged citizenry, and strong partnerships between the community and local institutions. With a population of approximately 42,000 plus additional residents of the university, the Borough combines the ease of a with the energy of a major university town.

The Chief of Police is responsible for the overall leadership, strategic direction, and effective management of the State College Police Department (SCPD), which includes approximately 60 sworn officers and 11 civilian staff and a departmental budget of \$12 million and provides services to the adjacent Townships of Harris and College. Reporting to the Borough Manager, the Chief plays a critical role in advancing public safety, promoting equity and transparency, and fostering trust with all community members.

The Police Chief is responsible for overseeing and ensuring effective planning, organizing, staffing, directing, coordinating, reporting, and budgeting for all aspects of the police department. The position is primarily focused on directing, coaching, developing, and evaluating other people. The position requires extensive depth of expertise and knowledge in specialized functions or business areas that can be used to develop and implement policies and procedures as well as determining efficient and innovative ways to accomplish the Borough's business strategies.

Key Responsibilities

- Provide ethical, accountable, and strategic leadership to the department.
- Enhance community policing efforts and cultivate partnerships with residents, businesses, students, and university officials.
- Ensure policies and practices reflect a commitment to procedural justice, diversity, equity, and inclusion.
- Oversee department operations, budget, training, and personnel development.
- Maintain and advance the department's accreditation and best practices.

- Represent the department in public forums, media, and inter-agency collaborations.

The ideal candidate will be a transformational leader with a demonstrated commitment to service, transparency, and inclusive policing. They will possess strong interpersonal skills, the ability to build consensus, and a forward-thinking approach to public safety.

Minimum qualifications:

- Bachelor's degree in criminal justice or a closely related field is required and executive management certificates including the FBI National Academy, Northwestern University Center for Public Safety, or other similar State and/or National programs are highly desirable.
- A minimum of 10 years of progressive responsible law enforcement management experience in a Command position. Must hold the rank of Lieutenant, Captain, Commander, Deputy Chief, or Chief in a city, town, township, county, municipal, state, or federal law enforcement agency of similar or larger size. Prefer experience in a community that hosts a major university.
- Candidates must have Municipal Police Officer Education and Training Commission (MPOETC) and Pennsylvania ACT 120 certifications or be able to acquire certification within one year.
- Must possess or be able to obtain a valid Pennsylvania driver's license.
- Must maintain proficiency and certifications required of uniformed police officers as per department policy.
- Must have JNET Criminal History certification.

In addition to meeting the minimum qualifications listed above, an individual must be able to perform each of the essential functions established to perform this job successfully.

Preferred qualifications:

- A master's degree in criminal justice, Law Enforcement and Justice Administration, Business Administration, Public Administration, or a related field.
- Experience working in or with a college/university community is highly desirable.
- Proven track record of building community trust, managing complex operations, and implementing innovative policing strategies.

Compensation and Benefits:

The Hiring Range for this position is expected to be \$112,320 to \$168,480 DOQ/E. The Borough also offers a comprehensive benefits package that includes healthcare, retirement, paid leave, and professional development opportunities.

TO APPLY

Qualified candidates should apply online at [GovHRjobs.com](https://govhrjobs.com) by submitting a cover letter, resume and contact information for at least five professional references by July 25, 2025.

For additional inquiries, contact: Charlene Stevens, Vice President of Human Capital (847) 380-3240 X124.

State College Borough is an Equal Opportunity Employer and values diversity in its leadership. All qualified candidates are encouraged to apply.

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