

The historic Town of Lexington, MA (16 sq. miles, 34,500 residents), located 13 miles northwest of Boston, seeks an inspirational and collaborative Chief of Police who is an active practitioner of community-oriented policing with a demonstrated history of building partnerships within the community. The Chief of Police must be committed to transparency, diversity and cultural sensitivity and community engagement and outreach.

The Town of Lexington is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. The Town values and celebrates the diversity of the community, recognizing the contributions from all our employees, visitors, businesses and residents that enrich the character and quality of life in Lexington. Therefore, to best serve all constituents, the government of the Town will promote, as well as respect and accommodate, diversity in its workforce. In 2019, the Lexington Police Department officially withdrew from the Commonwealth's Civil Service system managed by the Human Resource Division.

The Lexington Police Department is staffed with a Police Chief, who is responsible for a staff of approximately 90 employees, represented by 3 unions, and an operating budget of \$8.2 million. The Police Chief is appointed by and reports directly to the Town Manager. The successful candidate will hold a bachelor's degree (advanced degree preferred), preferably in law enforcement, criminal justice, management, or a related field. Ability to obtain advanced training in law enforcement, including from police leadership academies is preferred. Candidates should have attained experience in policing equivalent to 10 years of experience in a local law enforcement agency, five of which must have been equivalent to a police lieutenant or higher; or an equivalent combination of education and experience. Candidates must be experienced in 21st century policing policies and practices and the Massachusetts Police Reform Act; be open to, or have experience with, progressive visions of policing including procedural justice, have extensive experience with change management and be skilled at community outreach and messaging. Candidates must have, or be able to obtain, certification as a Massachusetts full-time police officer. Annual salary, commensurate with qualifications, to be set by employment contract. Final candidate must pass all pre-employment screening and background checks.

Interested candidates must submit the Town's *required* application form along with a cover letter and resume to Kelly Axtell, Deputy Town Manager, via email at kaxtell@lexingtonma.gov or by mail at 1625 Massachusetts Avenue, Lexington, MA 02420. The Town's application form can be accessed on the Town's website, www.lexingtonma.gov; by calling (781) 968-4590; or by emailing jobs@lexingtonma.gov. Applications must be received no later than Friday, September 17, 2021.