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Position Announcement

**Wheaton College**

**Director, Campus Safety**

[Wheaton College](https://wheatoncollege.edu/) is a private, four-year residential college in Norton, Massachusetts, consistently ranking among the nation’s best. Wheaton offers more than 100 career-connected majors and minors, providing guaranteed access to internship funding and highly personalized education in the liberal arts and sciences. The 400-acre Wheaton campus is halfway between Boston and Providence and consistently ranked among New England’s most beautiful. Today, Wheaton shares with past generations the rich academic tradition of the liberal arts and sciences. At the same time, it benefits from a host of curricular initiatives begun during the past few decades—new programs that help students explore ideas and concepts across academic disciplines, link academic study with learning outside the classroom, appreciate and celebrate diversity in all its forms, and see themselves as active members of a global community.

Reporting to the vice president for student affairs and dean of students, the director leads the campus safety department, creating a strong team culture focused on building relationships, community engagement, and a community-centered approach to campus safety. The director oversees the functions of campus safety and the campus safety team, including three full-time staff and contracted security officers and dispatchers. In addition, the director leads the response to campus emergencies, ensuring timely warning and community notifications as needed and in consultation with senior leadership, and administers the college’s emergency communication system. The campus safety department conducts investigations into violations of the college’s policies, assists outside law enforcement agencies in investigating crimes on campus, and directs, organizes, and provides comprehensive campus safety and emergency response programs, including safety education, for the Wheaton College community.

The director collaborates widely across the institution, working with various campus departments (e.g., dean of students office, residential life, risk management, environmental health and safety) to promote safety on campus and develop educational and informational outreach programs to maintain effective community relations and open communication. This new director is expected to build strong, collaborative relationships with local officials by conducting joint training and sharing emergency preparedness plans.

The director oversees the department’s recruitment, ongoing training, and supervision, ensuring that the campus safety team (officers, dispatchers, and staff) demonstrates behaviors consistent with department policies and the college’s mission and values. The director provides supervision and mentorship to officers and staff, manages the department budget, and periodically reviews policies, practices, and training to ensure the department maintains consistency when responding to the needs of a diverse community while respecting the college’s philosophy. The director serves as member of the student affairs leadership team member and co-chairs the campus safety student advisory committee and the emergency response committee.

The successful candidate must have a bachelor’s degree in social sciences, education, criminal justice, or a related field with ten years of experience in increasingly responsible, high-level leadership positions within a police or public safety agency. The next director must demonstrate success and expertise working in culturally diverse communities and a strong commitment to diversity, equity, and social justice. Further, candidates must be eligible for appointment as a special state police officer in Massachusetts, have emergency management experience, and be trained in mental health situations and de-escalation techniques. A master’s degree, management and leadership training, and experience at a college or university (or similar institution) are strongly preferred.

Review of applications will begin **April 12, 2023**, and continue until the position is filled. Submit a resume and accompanying cover letter via the Spelman Johnson website at[**www.spelmanjohnson.com/open-positions**](http://www.spelmanjohnson.com/open-positions)**.** Email nominations for this position to Kara Kravetz Cupoli at [kkc@spelmanjohnson.com](mailto:kkc@spelmanjohnson.com). Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895 or email [info@spelmanjohnson.com](mailto:info@spelmanjohnson.com).

The public salary range for this position is: $125,000 to $130,000

**Visit the Wheaton College website at** [**https://wheatoncollege.edu/**](https://wheatoncollege.edu/)

*Wheaton College is committed to providing equal opportunities to all employees and applicants as defined under federal and state law. Wheaton does not discriminate on the basis of race, color, mental or physical disability, national origin or ancestry, citizenship, age, religion, gender or sex, sexual orientation, gender identity or expression, genetic information, marital or familial status, veteran or military status, membership in the Uniformed Services, or any other characteristic protected by law.*