



# Wellesley College

*invites your interest in the position of*

## Director of Public Safety / Chief of Police



POLICE EXECUTIVE  
RESEARCH FORUM

An icon in women’s higher education since 1870, Wellesley College is excited to announce an opening for Director of Public Safety/Chief of Police.

Located just 12 miles west of Boston, the Town of Wellesley is steeped in New England charm. Wellesley College spans a sprawling 500-acre campus with over 70 architecturally stunning buildings overlooking Lake Waban. Renowned for its accomplished faculty, inclusive campus environment, 56 liberal arts majors, and more than 150 student organizations, Wellesley secured the #5 spot in *U.S. News & World Report’s* 2022 ranking of National Liberal Arts Colleges. The student body comprises over 2,400 bright minds, 53% of whom identify as minorities and 20% as first-generation college students. The educational setting reflects the diversity of our global society. 47% of students speak a language other than English at home and over 30 languages are spoken on campus. Students hail from 87 countries of citizenship, 59 countries of residence, and all 50 states plus the District of Columbia, Guam, and Puerto Rico.

The Wellesley College Campus Police and Public Safety Department consists of 16 officers, dispatchers, and professional staff. Reporting to the Vice President and Dean of Students, the Director of Public Safety/ Chief of Police is responsible for leading and managing the department, including creating campus-wide strategic initiatives, fiscal management, policy development, recruitment, training, and disciplinary matters, and must emphasize a positive team culture, transparency, accountability, and service to the community. This position also has a

dotted line supervisory relationship with the Manager of Museum Security and Visitor Experience. The successful candidate will collaborate broadly across the institution and with local officials to promote safety in both the residential and academic spaces, including the new science center and the art museum.

The Director will spearhead a reimagined, humanistic approach to public safety, emphasizing safety awareness and education, campus protection, emergency preparedness, and a multidisciplinary response to non-criminal situations. The successful candidate must be knowledgeable and proficient in best-practice compliance protocols, and in national trends related to campus safety/security, cultural awareness, and legal issues affecting higher education.

The Director will also be responsible for initiating a collaborative approach with other stakeholders to develop, administer, and evaluate safety, security, and emergency functions, programs, policies, and protocols. This includes prioritizing safeguards for students, faculty, and staff while protecting facilities and property and seeking innovative ways to mitigate the community’s exposure to safety and security risks.

The selected candidate will have:

- Demonstrated experience developing and implementing a holistic approach to community/campus policing
- Progressively responsible leadership experience in public safety
- A leadership style rooted in service, with a demonstrated commitment to diversity, equity, inclusion, and belonging



- Exceptional interpersonal and communication skills, including the ability to listen and build respectful, collaborative relationships with students, staff, faculty, and the community
- Proven experience leading in a union environment, anchored by a deep commitment to fairness and collaboration
- Demonstrated proficiency in prioritizing tasks to address critical organizational needs, delegating responsibilities, executing effective time management strategies, and tracking metrics to ensure goals are accomplished
- Experience creating outreach materials and educational programs to increase safety awareness and crime prevention
- Proven experience hiring diverse officers who reflect their communities and demonstrate compassion and care for everyone they serve
- Incident Command Systems (ICS) experience, including developing operational plans, leading the response to safety emergencies and crises, administering the emergency communications system, and coordinating response efforts with other law enforcement partners, safety personnel, and public officials
- Demonstrated commitment to staff development, including experience creating, implementing, and evaluating training to ensure staff continuously demonstrate legally compliant, ethical, and compassionate behaviors
- A commitment to officer wellness
- Proven experience conducting unbiased investigations with an understanding of the protocols for information dissemination
- Demonstrated experience reviewing, recommending, enforcing, and reporting on policies in compliance with local, state, and federal laws
- Demonstrated experience developing and implementing evidence-based strategies that have improved public safety in multicultural communities
- Deep knowledge of security operations, applicable federal/state laws (including the Clery Act and Title IX), response to alcohol/drug issues, mental health concerns, hate crimes, and bias-based incidents

- A passion for fostering and expanding critical interdepartmental relationships
- An unwavering commitment to transparency and accountability
- A documented history of positive engagement with the communities they have served

At a minimum, applicants must have an undergraduate degree with ten years of progressive public safety experience, including five years in a managerial role or the equivalent combination of training and experience.

Previous experience leading a unionized environment is also required.

Applicants also must meet — or be eligible to meet within six months of date of hire — and maintain all requirements for certification under Massachusetts General Law, Chapter 22C, Section 63 as a Special State Police Officer; and must be POST Certified in the Commonwealth of Massachusetts or eligible to become POST Certified within six months of date of hire.

Out-of-state candidates will be expected to promptly obtain a permanent exemption from the Municipal Police Training Committee (MPTC) from the entry-level requirements for full-time police officers, including successfully completing the Massachusetts Municipal Police Officer Online Exemption Program and examination, and to become POST Certified within six months of hire. They also must be eligible to obtain and maintain a Commonwealth of Massachusetts license to carry a firearm and must satisfy firearms training and qualification standards for police officers that meet or exceed the MPTC standards.

Prior experience within higher education would be an asset, along with proven experience working in a diverse, multicultural organization. Experience as an adjunct faculty member, teaching and/or training experience with a college population, is also a plus.

Wellesley College offers a wide variety of benefit programs and resources to its employees, including:

- A competitive salary based upon commensurate experience
- Generous paid time off



- Following one year of employment, Wellesley College will contribute up to 10.5% towards your 403B plan for eligible employees
- Resources to navigate student loan forgiveness
- Free use of the athletic/fitness facilities, including onsite fitness classes
- Free onsite parking in an enclosed parking garage

The Police Executive Research Forum (PERF) is assisting the college in the selection process. For questions about this position, contact Antoinette Tull at [Antoinette@Hurtlellc.com](mailto:Antoinette@Hurtlellc.com) or (804) 640-0323 or Rebecca Neuburger at [Rcneuburger@gmail.com](mailto:Rcneuburger@gmail.com) or (202) 997-6287.

Qualified and interested candidates who resonate with this vision and believe you can make a difference may apply by October 9, 2023, with a cover letter, resume, and five references in confidence to:

[WCpolicechief@policeforum.org](mailto:WCpolicechief@policeforum.org)

Wellesley College is an Equal Opportunity Employer, and is committed to increasing the diversity of the college community and the curriculum. Wellesley College and all its subcontractors shall abide by the requirements of 41 CFR 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity or national origin. Moreover, these regulations require that Wellesley College and all of its subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability or veteran status.