

Chief of Police & Security

Salary Range - \$147,454 – 226,576

Metra is one of the largest and most complex commuter rail systems in North America, serving Cook, DuPage, Will, Lake, Kane, and McHenry Counties. The agency is linking communities in Northeastern Illinois by providing safe, reliable, and efficient commuter service.

The Metra Police Department serves and protects commuters using the Metra system and Metra's property. The mission of the Metra Police is to safeguard the lives and property of the people they serve, to reduce the incidence and fear of crime and enhance public safety. Metra Police work to expedite issues with the commuting public and handle vehicle accidents and trespasser incidents on Metra railroad and property. Metra Police actively engage and work with first responders as well as local, state and federal agencies during service disruptions and partner with these agencies on security planning. Their work ensures the safety of Metra's passengers and employees and reduces train delays.

Reporting directly to the CEO/Executive Director, the Chief of Police & Security is responsible for the safety and security of Metra facilities and its constituents, Police operations, Homeland Security, public safety, and corporate security within Metra's six-county region of operation; providing direction and oversight to approximately 200 sworn and civilian personnel responsible for safeguarding the Metra Rail System, its passengers, and its employees; and functioning as the public relations face of the department to the business community, media, and public.

The primary duties include: Develop and direct the implementation of department goals, objectives, policies, procedures, and work standards to ensure safety for the commuters, employees, and associated communities of the Metra Rail System; foster a culture of professional, respected, and efficient police services to the Metra Rail community; and develop and implement comprehensive public safety strategies for providing a safe travel environment, and for solving and reducing crime. Develop and implement long-range plans that align with the Agency's vision. Responsible for all department services and activities including uniformed patrol, investigations, specialized units, Homeland Security, crime prevention and non-sworn support staff. Establish, implement, and control the overall operations of the organization, including the supervision of the Department's Deputy Chiefs, Commanders, Lieutenants, Sergeants, Patrol Officers, and civilian support staff. Direct, manage, assign, and evaluate the work of assigned staff; provide coaching and training for professional development; work with staff to correct deficiencies; and initiate and implement disciplinary procedures. Command personnel during critical incidents; direct investigations; and respond to sensitive inquiries and complaints. Prepare the annual budget; forecast funds needed for staffing, equipment, training, materials and supplies; and approve expenditures and implement budgetary adjustments as appropriate and necessary. Direct and coordinate inter-agency activities and work in conjunction with other police departments and law enforcement partners; develop and foster mutually beneficial working relationships with stakeholders and law enforcement at local, county, state, and federal levels. Develop, implement, and revise as needed, policies and procedures to improve effectiveness and efficiency of police and security operations and programs. Develop and direct the implementation of emergency preparedness plans and plans to prevent and/or respond to disaster, terrorist and emergency activities. Coordinate response plans and activities with other law enforcement and emergency response

agencies. Establish, within Metra policy, appropriate service and staffing levels; monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; and allocate resources accordingly. Implement and promote crime prevention procedures for Metra's station operations. Address various civic groups and meetings, publicly representing the police department as necessary. Provides media interviews as assigned or at the direction of the Chief Executive Officer. The Chief of Police is responsible for managing a budget in excess of \$12 million. Responsible for preparing department's annual budget, approving purchases, and monitoring budget allocations approved by the board. Approve time off, coordinate staff schedules, fill vacancies as necessary, and ensure compliance with departmental and company policies and objectives. Decide/implement staffing decisions, performance evaluations, and performance improvement, disciplinary, and/or termination procedures. Make recommendations regarding hiring, performance evaluations, disciplinary and/or termination procedures. Responsible for the safety objectives, goals, and program of the organization ensuring compliance with applicable safety rules and regulations. Incumbents work under both inside and outside environmental conditions under prevailing conditions of heat, cold, rain, and snow. Ability to climb aboard locomotives, rail cars, and related railroad equipment, or over obstacles while wearing police equipment. Perform other related duties as assigned to meet the ongoing needs of the organization.

Final salary will be determined in part by the qualifications of the selected candidate.

Metra is a railroad employer subject to the provisions of the Railroad Retirement Tax Act, not the Social Security Administration.

Requirements

1. Bachelor's Degree in Business Administration, Criminal Justice, Law, or Political Science or in lieu of specified degree, a combination of education and/or law enforcement experience equal to four (4) years.
2. Must have twenty (20) years experience as a sworn police officer in federal, state, or local service, experience with an agency of 100 personnel or more is preferred.
3. Must have a minimum of ten (10) years of police supervisory experience, with a minimum five (5) years of command level experience (generally Captain or above including direct supervisory experience).
4. Must have experience in budgeting and forecasting.
5. Must have experience in critical incident planning and management, management of emergency situations, investigative tactics, physical security, and counter-terrorism operations.
6. Must pass a comprehensive background check Must possess, or be able to obtain, a US Government Security Clearance of "SECRET" or higher.
7. Comprehensive knowledge of the principles and practices of modern police administration; the demonstrated knowledge, experience and ability to plan and implement modern policing strategies at the command level in a multi-jurisdictional environment.
8. Comprehensive knowledge of critical incident planning and management, management of emergency situations, investigative tactics, and counter-terrorism operations.
9. Comprehensive knowledge of applicable local, state, and federal laws, codes, ordinances, and case law.
10. Demonstrated knowledge and understanding of law enforcement organizational structure, policies, rules, regulations, procedures and orders.

11. Demonstrated knowledge of public safety supervisory and managerial techniques with the ability to apply this knowledge in a multi-jurisdictional law enforcement environment.
12. Demonstrated ability to take command and direct emergency operations in a calm, effective, and efficient manner.
13. Must be able to analyze complex problems, evaluate alternatives, and develop appropriate and effective solutions and alternatives.
14. Demonstrated advanced skills in establishing and maintaining satisfactory executive level working relationships and open communication with subordinates, peers, other government officials, business community, and the public.
15. Demonstrated advanced skills in effective verbal and written communication; to include the ability to make clear written and verbal public presentations.
16. Thorough knowledge and understanding of budgets and forecasting.
17. Must be certified as Police Officer in the State of Illinois, or be able to obtain a waiver from the Illinois Law Enforcement Training and Standards Board for out-of-state training within ninety (90) days.
18. Must be certified or be able to meet the mandatory annual in-service training for Chiefs of Police as required by the Illinois Law Enforcement Training and Standards Board (ILETSB).
19. Must be able to meet the annual minimum firearms qualifications as required by Illinois State law within fifteen (15) days of hire.
20. Certified, or able to attain CPR certification within ninety (90) days of hire.
21. Must possess and maintain a valid driver's license.
22. Ability to stand, walk, and/or sit, for extended periods of time.
23. Hearing/Visual acuity, far/near, depth perception, field of vision, color vision.
24. Must be able to operate a vehicle.
25. Must be willing to travel within and outside of Metra's 6-county region.
26. Out of state travel as required to attend meetings, conferences, training.
27. Must be available to work flexible hours in the early morning, late afternoon, evenings, or weekends.
28. Must be available on-call 24-hours/day, 7 days/week, 365 days/year, including weekends and holidays.

Preferred:

1. Experience in an agency with responsibilities in a multi-jurisdiction environment.
2. Graduate of the FBI National Academy or comparable police command course of instruction.

Please note: Regardless of any state laws that legalize marijuana, Metra prohibits applicants and employees' use or possession of marijuana (or marijuana paraphernalia), or having detectable amounts of marijuana in their bodies, including synthetic and/or non-synthetic substances such as THC for any reason for pre-employment screening purposes, while on duty, subject to duty, on Metra property, or in Metra work equipment and vehicles.

Metra is an Equal Opportunity/Affirmative Action Employer. It is our policy to fill vacant positions with qualified candidates without regard to race, color, sex, religion, national origin, age, gender identity, disability, or any protected categories, assuming an individual can perform the essential functions of the job with or without accommodation.