



Chief of Police – City of Lawrence, MA

Population: Approximately 89,000

Area: 7.4 square miles

Budget: FY25 Police Budget \$17,818,967

Annual Police Calls for Service: Approximately 50,000

Police Department Size: 172 sworn officers, 27 civilian staff

Unions: 3

Lawrence, MA (pop. 89,000) located 25 miles north of Boston, is a vibrant and growing community known for its rich industrial heritage and cultural diversity. The city offers excellent schools, parks, recreational facilities, and a variety of housing options. Governed under a mayor-council system, Lawrence is a business-friendly community with a strong emphasis on community-oriented policing.

The Position:

The Police Department values respect, cooperation, and community involvement. The next Chief of Police will uphold these values, maintain high professional standards, and engage with the community. The ideal candidate will be an innovative thinker with substantial managerial experience in law enforcement, strong interpersonal skills, and a commitment to customer service.

Key Responsibilities:

- Uphold community engagements and maintain high professional standards.
- Incorporate community members into law enforcement strategies.
- Foster a positive organizational culture and bolster department morale.
- Identify potential challenges and propose innovative solutions.

We seek a Chief of Police who embodies a blend of adept law enforcement capabilities and profound community engagement. The ideal candidate is someone defined by innovative thinking and a collaborative spirit, backed by substantial managerial experience in law enforcement, exemplary interpersonal competencies, and an unwavering commitment to customer service. The next Chief will be integral in incorporating community members into the fabric of the law enforcement strategy, actively seeking opportunities to contribute and immerse themselves within the community.

Qualifications:

- Proven success in a comparable community with a commitment to equity and inclusion.
- Strong grasp of municipal law enforcement methods.
- Ability to develop positive relationships with various stakeholders.
- Exceptional communication skills and ability to inspire public trust.
- Skilled in negotiation and consensus-building.
- Respected mentor with the ability to develop high-quality staff.
- Ability to attract and retain a diverse staff.
- Strategic thinker open to new approaches and technologies.
- Understanding of restorative justice initiatives.
- Excellent financial management skills and knowledge of capital planning.

- High level of honesty and integrity.

Focus Areas for the Next Chief of Police

Recruitment and Retention - Despite minimal vacancies, it is critical for the incoming Chief to sustain and enhance the positive organizational culture that retains talent at Lawrence PD. A strategic focus on external recruitment will be essential, with an emphasis on implementing effective strategies to attract top-tier police personnel.

Technology - The city is committed to technological advancement and must persist in this direction. Identifying technologies that enhance operational efficiency is crucial for our ongoing success.

Succession Planning - The Lawrence PD boasts a wealth of talent. The key challenge lies in retaining this talent and strategically placing individuals where they can excel. The next Chief must acknowledge the team's capabilities and proactively support their career advancement.

Leading - The Chief shall cultivate an environment prioritizing transparency and open communication. Demonstrate a thorough grasp of effective leadership principles and their practical application. Consistently offer feedback, ensuring staff are aware of their performance in relation to department standards. Recognize and reward exceptional work, while also preparing to implement disciplinary measures when required. Actively motivate and direct the team towards achieving the city's goals and objectives.

Service to the Underrepresented Communities - The department has successfully reached underserved communities, addressing previously overlooked needs. The next chief should ensure visibility in these areas, not solely for enforcement, but to foster a role of active engagement and guardianship within the community.

Creativity - Consistently explore innovative methodologies, policies, and procedures to boost department and city efficiency. Demonstrate creativity and open-mindedness in roles and tasks, welcoming changes that drive towards achieving set goals and objectives.

Employee / Labor Relations - Actively works to build and sustain positive relationships with all staff members, valuing their input and addressing their concerns effectively. Cultivate a workplace founded on mutual respect.

Salary and Application

The salary for this position is commensurate with experience and qualifications. This position is a contracted position with salary negotiated between the selected candidate and the city. The city offers an excellent benefits package. Candidates must be licensed by the State of Massachusetts POST Board or have the ability to become licensed within the first six months of employment. Advanced law enforcement training is desired, and all evaluations will be evaluated on a case-by-case basis.

Interested candidates should apply online at www.GovHRjobs.com by **December 18th, 2024**, with a cover letter, resume, and contact information for at least five (5) professional references to the attention of Jon Fehlman, MGT Senior Consultant. Any questions please contact Jon Fehlman at (615) 692-9264.

The City of Lawrence, MA embraces diversity. The city is an Equal Opportunity Employer and does not discriminate based on race, age, sex, religion, national origin, disability, color, genetic information, marital status, or sexual orientation.