**Chief of Police**

Harvard University, in Cambridge, Massachusetts, invites inquiries, nominations, and applications for its next chief of police.

Harvard University is the oldest institution of higher education in the United States, established in 1636 by vote of the Great and General Court of the Massachusetts Bay Colony. Harvard is devoted to excellence in teaching, learning, and research and to developing leaders in many disciplines who make a difference globally. The university has an enrollment of more than 20,000 degree candidates, including undergraduate, graduate, and professional students. Harvard has more than 360,000 alumni around the world.

The chief of police will play a pivotal role in ensuring overall campus safety and will provide leadership in public safety strategies, law enforcement, and emergency response, while fostering positive relationships between the police department and the campus community. The HUPD collaborates with university partners to create and foster a safe, secure campus through education, community service, and strategic enforcement. HUPD utilizes specialized training, community policing strategies, and strong partnerships to enhance the university’s living and learning environment.

Reporting to the executive vice president, the chief of police oversees the managerial and financial operations of the Harvard University police force. The chief will manage a $17.3M budget and direct a department of 77 staff members, 56 of whom are sworn officers.

This position is salary grade level 062. Please visit https://hr.harvard.edu/salary-ranges to view the corresponding salary range and related information.

**Qualifications**

The successful candidate will have a bachelor’s degree in criminal justice or a related field along with 15 years of progressive policing experience, including a minimum of seven years of managerial (supervisory command level or at a Lieutenant or above) experience, or the equivalent combination of education and experience. Prior command experience within a higher education environment and a deep understanding of the special dimensions of student life and a campus community are strongly preferred. The next chief will have strong interpersonal skills and proven experience in operating in a complex, matrixed, and decentralized organizational structure and prior experience leading a unionized workforce. Demonstrated relationship-building skills; a collaborative and team-oriented leadership style, engaging manner, spirit of collegiality; the capacity to engage, inspire, and motivate others; the ability to engage with a broad range of stakeholders within a university community and surrounding communities; and a strong background in community-oriented law enforcement are required. The next chief must have a thorough knowledge of security operations, applicable federal and state laws, and Clery reporting requirements; a demonstrated record of positive community and public relations; working knowledge of technology, especially at the command level; and experience effectively managing crisis situations. Further, knowledge of and commitment to national best practices and community-oriented security and law enforcement are essential for the next chief.

**Additional Required Licenses/Certifications**

• Possess MPTC (Massachusetts Police Training Committee) certification or ability to obtain a certification within 120 days of employment, or the ability to attain a waiver.

• Completion of the FBI National Academy or other evidence of continued professional development is highly desirable.

• Proof of U.S. Citizenship

• Successful completion of a drug screening

**Application and Nomination**

Harvard University has selected Spelman Johnson, a leading executive search firm, to assist with leading this search. Review of applications will begin August 7, 2025, and continue until the position is filled. Submit a resume and cover letter via https://apptrkr.com/6374174

• Contact Heather Larabee at hjl@spelmanandjohnson.com for confidential inquiries.

• Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895 or email info@spelmanjohnson.com.

**Visit the Harvard University website at https://www.harvard.edu/**

**Harvard is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, gender identity, sexual orientation, pregnancy and pregnancy-related conditions, or any other characteristic protected by law.**

**Each year, the President and Fellows of Harvard College reaffirm Harvard’s commitment to affirmative action and equal employment opportunity in this statement.**