

Chattanooga Police Department
Chattanooga, Tennessee
Chief of Police

The City of Chattanooga is seeking a proven leader who can inspire the confidence of the community and police officers as the city's Police Chief. The successful candidate will be committed to using up-to-date, data-driven policing strategies to guide the application of the principles of community policing to reduce crime and deliver excellent police services to all the citizens of Chattanooga.

With a population of 170,000, Chattanooga is the 4th largest city in Tennessee. Located in Southeast Tennessee near the border of Georgia at the junction of two interstate highways, the city has received national recognition for the renaissance of its downtown and redevelopment of its riverfront. The city boasts a low cost of living and a high quality of life, and it is notable for leveraging development funds through effective public/private partnerships, with significant civic involvement on the part of private foundations. Chattanooga is also called "Gig City" because it is home to the first and fastest — and now one of the least expensive — high-speed Internet services in the United States. Chattanooga Mayor Andy Berke (inaugurated on 4/15/13), has made public safety his top priority, has increased funding to the police department and stands ready to support new departmental leadership.

The Chattanooga Police Department has 564 employees (461 sworn) and a budget of \$54 million. The department is committed to the Chattanooga Violence Reduction Initiative (VRI), a targeted strategy to decrease violence in the city modeled on the principles highlighted in the Boston Gun Project's Operation Ceasefire and the High Point Drug Market Intervention Strategy.

The Chief of Police, who is responsible to the Mayor, must possess:

- Demonstrated competencies in effective leadership and building strong relationships within the community and among the rank and file, and the ability to inspire confidence as a representative of the police department and the city.
- Strong interpersonal and communication skills, and a demonstrated capacity to be visible within the department and out in the community.
- A passionate commitment to data-driven policing (familiarity with violence reduction programs is required, and experience with successful implementation is preferred); and using current strategies, systems and technologies to optimize the delivery of police services to the community.
- Exceptional organizational and management skills, including the ability to build a strong leadership team in the wake of recent command staff retirements.
- A proven commitment to staff development, department-wide training, and diversity.
- Extensive experience in the many aspects of policing a diverse urban community.
- A verifiable track record of unimpeachable ethics and integrity.
- Experience in identifying and successfully implementing new programs, policies, and procedures.

The position requires a four-year college degree. Progressively responsible command-level experience in policing in an urban community and knowledge of best practices in policing are prerequisites. A graduate-level degree would be an asset, as would additional specialized leadership education, such as the Senior Management Institute for Police (SMIP), FBI National Academy, or the Southern Police Institute. The Police Executive Research Forum (PERF) is assisting the city in the selection process.

Salary Range: \$115,000 to \$146,000 per year, plus a very competitive fringe benefits package.

Interested and qualified candidates should apply **by March 7, 2014** with cover letter, resumé and a list of five references in confidence to:

ChattanoogaPC@policeforum.org

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