

## CHIEF OF POLICE

### NATURE OF WORK

This is administrative and technical police work directing all employees and activities of the municipal police department.

This is an important administrative position involving responsibility for the protection of lives and property in the city through the supervision of all police functions. The Police Department serves the community by prioritizing the safety and security of all residents. This service is grounded in the use of community policing, creating strong relationships between department personnel and all sectors of the city. Work also involves the efficient operation of the police department through control of activities, seeing that order is maintained, that laws and ordinances are enforced and by taking measures to prevent crime and protect lives and property. Work also involves the planning of activities and the selection, training, assignment, supervision and discipline of all departmental personnel. The employee consults with the Mayor and City Council to determine plans and policies observed in the conduct of police operations and, except for general administrative direction, he/she works independently in carrying out the police department functions. Work is reviewed through discussion of problems to be met and by written activity reports. This position is in the unclassified service and reports to the Mayor.

### EXAMPLES OF WORK PERFORMED

With the assistance of subordinate supervising officers, formulates policies and regulations governing activities of the police department.

Formulates and prescribes work methods and procedures to be followed by members of the department, appraises conditions of work in the department, and takes necessary steps improving police operations.

Plans and supervises the enforcement of traffic and safety regulations and programs of crime prevention and detection.

Controls the expenditure of departmental appropriations and prepares annual budget estimates. Plans and directs police training programs.

Cooperates with state and federal officers in the apprehension and detention of wanted persons and with other agencies where activities of the police department are involved.

Works with other City agencies and non-governmental organizations to develop and implement strategies to improve and maintain the quality of life in the community.

Directs the proper accounting for money received or disbursed, maintenance and operation of police communications systems and maintenance of all police equipment and other property.

Advises and assists police officers in non-routine criminal or other investigations.

Attends civic club meetings, churches, schools and other places of public gathering to explain the activities and functions of the police department and to establish favorable partnerships and community relations.

Performs related work as required.

## DESIRABLE KNOWLEDGE, ABILITIES AND SKILLS

The City of Lincoln is recruiting for the position of Police Chief. This executive leadership position is a remarkable opportunity for a proven law enforcement professional to join a progressive, community-oriented municipality with exciting projects and initiatives planned or underway. The city is looking for a proven leader who is committed to professional, community-focused, innovative, and transparent policing, continuous improvement driven by data, and earning and keeping the public trust. The new Chief of Police is expected to have:

- A clear-eyed and unwavering commitment to further the Lincoln Police Department's work of community engagement.
- Demonstrated competencies in visionary, effective, culturally competent, and strong police leadership.
- Exceptional organizational and management skills, including patience and respect for established processes in the organization, and confidence in the recommendations he or she makes.
- Deep understanding of and commitment to the recommendations contained in the [Final Report of the President's Task Force on 21st Century Policing](#) and [PERF's Guiding Principles on Use of Force](#).
- A demonstrated aptitude for seeking innovative, partnership-driven approaches that improve community health and safety.
- Experience and demonstrated success building strong, productive relationships of trust, mutual understanding, and accountability with other city officials, within the community, among the members of the Police Department, and with local and regional public safety partners.
- A proven commitment to staff development and progressive department-wide training that is consistent with and responsive to the needs of the community, such as de-escalation, fair and impartial policing, trauma-informed practices, adolescent psychology, and procedural justice.
- Excellent internal and external communication skills.
- A demonstrated commitment to diversity, equity and inclusion supported by ongoing professional development, and a successful record of implementing professional development for staff in this area.
- Thorough knowledge of and experience with fair and impartial policing practices and procedural justice tenets are required.
- The ability to inspire confidence and serve as a role model and representative of the police department and the city.

- Strong interpersonal skills, and a demonstrated commitment to being visible, available, and approachable within the department and in the community.
- A genuine commitment to leading an open and transparent police department.
- A willingness to listen and be responsive to ideas generated by City of Lincoln stakeholders, and a commitment to effective communication with the community.
- Extensive experience in budget management and labor relations.
- Knowledge of and experience with data-driven decision-making and evidence-based practices in criminal justice and policing.
- An understanding of and interest in the appropriate role of technology and data-driven solutions to support and enhance the work of the department.
- Curiosity, compassion, and integrity.

#### DESIRABLE TRAINING AND EXPERIENCE

Graduation from a four-year college or university supplemented by a Master's Degree in police administration, public administration, criminology, or related field, and extensive experience in police work in a supervisory capacity.

#### MINIMUM QUALIFICATIONS

Graduation from an accredited four-year college or university and thorough experience in police work in a supervisory capacity; or any equivalent combination of training and experience which provides the desirable knowledge, abilities and skills.

#### NECESSARY SPECIAL REQUIREMENT

Candidates for positions in this class must meet such specific physical requirements as are established by the city.

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