

Town of Cumberland POLICE CHIEF

The Town of Cumberland, Maine is pleased to announce a recruitment and selection process for the position of Chief of Police.

The Police Chief must embrace community policing and provide strong leadership and professional direction, while fostering an atmosphere of the highest ethics and respect for staff and the public. The Police Chief's responsibilities include planning, directing and coordinating all aspects of department operations and administration; preparing the department's annual operating budget; providing leadership on law enforcement and public safety issues; and performing a variety of public relations activities with local business and community groups and other law enforcement agencies. The Police Chief must be an active member of the community.

Additional information outlining the qualifications and experience identified as necessary and desirable of candidates for this position is available on the Town of Cumberland's website at www.cumberlandmaine.com. This information will be used as a guide in the recruitment process, providing specific criteria by which applicants will be evaluated and selected for interviews and appointment. Background information on the community and department is also included in this material. The salary range for this position is \$87k-\$92k depending on qualifications.

The deadline to apply for this position is 5:00 PM on Monday, March 28th 2016.

Please direct all related inquiries to:

Brenda Moore
Human Resources Director
Town of Cumberland, Maine
(207) 829-2205
bmoore@cumberlandmaine.com

The Town of Cumberland is an Equal Employment Opportunity/Affirmative Action Employer and is committed to excellence through diversity in its staff. We strongly encourage all qualified individuals to apply.

The Position

The Police Chief is a key member of the Town's management and public safety team. The Chief will provide vision and serve as a strong advocate for the community. A sound management philosophy and style predicated on a team approach, as well as the ability to develop trust and credibility are essential to the role.

The Chief must be a strong and visible leader who truly enjoys being a part of the community, both professionally and personally. Although residency within Cumberland is not required, the Chief must live close enough for a timely response when necessary.

Major Responsibilities

- Plan, direct, and evaluate all functions of the Police Department to ensure efficient and effective delivery of services
- Serve as a resource to the Town Manager, Town Council, various committees, and staff to address issues, identify solutions, and support the needs of the community
- Place a high priority on effective community engagement and communications.
- Identify and manage the operational and strategic needs of the department, and reinforce positive attributes while strengthening and enhancing operations, programs, and services as needed
- Prepare and recommend operating, capital improvement, and capital equipment budgets for the department
- Maintain effective working relationships with neighboring jurisdictions and partners in public safety
- Continue to lead a strong organization characterized by low turnover, high morale, and productivity

Qualifications

Education

- Bachelor's degree in Criminal Justice, Leadership Studies, Business Administration, Public Administration, or related field required
Master's degree in above desired

Professional Certifications

- Completion of an advanced law enforcement leadership development program required, such as the Northwestern University School of Police Staff and Command, FBI National Academy, FBI-LEEDA, etc.
- Maine Criminal Justice Academy (MCJA) Methods of Instruction (MOI) certification required
- State of Maine EMT-Basic license (or above) required, or must be willing to obtain within 3 years of hire
MCJA Intermediate Officer or Advanced Officer certification desired

Experience

- 12 years law enforcement experience required
- 7 years of experience in supervisory role(s) with management or administrative responsibilities required
- State of Maine certified LEO for the past 5 continuous years or more required

Valid Maine Driver's License, Class C or above

US Citizen with no history of disqualifying conduct as defined by the MCJA

Ideal Candidate Traits

The successful candidate will be a visionary leader who understands the true nature of public service and has the ability to facilitate change within the department. It will be essential for the new chief to be forward thinking and have the ability to evaluate, assess, and amend operating procedures and department policies as needed to enhance police services. The ideal candidate will possess outstanding organizational and analytical skills, with the ability to strategically plan and communicate a clear vision for the future of the department.

The Town is seeking a transformational leader who is honest, compassionate, fair and progressive. The successful candidate will be dedicated to earning the respect of officers and will place strong emphasis on building trust with both staff and citizens. The ideal candidate will appreciate diversity and be at ease dealing with a diverse community.

The successful candidate will have a collaborative management style and a commitment to staff development and team building based upon trust and delegation of responsibilities. The ideal candidate will be “hands-on” and have the ability to mentor and develop the next generation of leaders. The new chief will be expected to create an environment where staff feels connected and actively involved in decision-making. It will be important for the new chief to enthusiastically support the police department and regularly celebrate its successes. The Chief must be open to community outreach and be able to build community partnerships to effectively reduce and prevent crime. These partnerships should be with neighborhoods, schools, businesses, retailers, community service organizations, and other agencies.

The Chief must support a program of community policing whereby the values and participation of the community is held in high regard. The Chief and the officers of the department must be part of the community, the neighborhoods, the schools and the businesses in order to identify community values, problems and needs and to provide proactive, effective responses. The Chief must continuously seek input from the community and not impose “one size fits all” solutions on the community.

The Chief must also be able to function in a command and control capacity at the scene of active incidents. Experience with the Incident Command/Incident Management system and the demonstrated ability to interact with other public safety agencies is required.

Compensation and Benefits

The salary range for this position is \$87k to \$92k depending on qualifications. The Town of Cumberland offers an exceptional and comprehensive benefits package.

Selection Process

<i>Step</i>	<i>Timeframe (subject to change)</i>
1. Submit Application	by 5:00 PM on March 28, 2016
2. Applications Reviewed	April 2016
3. Written Evaluation	mid-April 2016
4. Oral Board	May 2016
5. Manager’s Interview	mid-May 2016
6. Conditional Offer	late-May 2016
7. Final Selection and Appointment	June 2016

To Apply:

To apply for this position, please submit:

- Cover letter
- Resume
- Application (available online), and
- Three professional references, to

Town of Cumberland
290 Tuttle Road
Cumberland, Maine 04021
Attn: Police Chief Recruitment

The deadline to apply for this position is 5:00 PM on Monday, March 28th 2016.

Please direct all related inquiries or electronic submissions to:

Brenda Moore
Human Resources Director
(207) 829-2205
bmoore@cumberlandmaine.com

For additional information, including the required application, visit the Town of Cumberland's website at www.cumberlandmaine.com.

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Town of Cumberland

Police Chief Recruitment

The Department

CPD at a Glance

Established: 1954
Sworn Strength: 11
Vehicles: 6
Annual CFS: 10,000 avg
Crime Rate: 4.03
Clearance Rate: 36
Budget: \$1,196,499

Police Department:
290 Tuttle Road
(207) 829-6391

Website:

www.cumberlandmaine.com

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The Cumberland Police Department consists of eleven sworn, fulltime personnel, along with a fulltime administrative assistant and a part-time Animal Control Officer. The Department's leadership team is comprised of the Chief, a Lieutenant, and two patrol sergeants. One patrol officer is assigned to the MSAD 51 school system as a School Resource Officer.

The Cumberland Police Department is part of the Cumberland County Regional Communications Center (CCRCC) located in Windham. The CCRCC handles all routine and emergency radio and telephone service for our community, including enhanced 9-1-1 services.

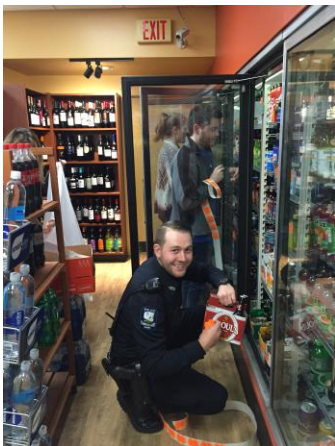
The Cumberland Police Department embraces the concept of community-oriented policing. Cumberland is consistently ranked as one of the safest communities in Maine. Much of this success is due to the relationships that exist between the community and its officers, along with the department's proactive patrols and traffic enforcement. Officers approach community problems by establishing service patterns and working relationships with community members to prevent crime and ensure a high quality of life.

Examples of the department's programs for the community include hosting and supporting activities within the schools, offering presentations to groups and residents on timely topics, supporting prescription drug take-back events, and participating in regional Citizen Police Academies.

The department embraces ongoing training and education. Officers are encouraged to become state certified instructors. The department also places strong emphasis on emergency medical cross training. With strong support from the Cumberland Fire Department and Town Administration, officers are licensed as EMT's and all police vehicles are equipped with lifesaving supplies. This decreases response times and improves patient outcomes during medical emergencies.

Technology plays a large role in the department's operations. Patrol vehicles are outfitted with modern equipment including mobile computers and digital video recorders. Officers have access to a robust suite of public safety software that is connected to our partner agencies at the local, county, state, and federal levels.

The Cumberland Police Benevolent Association, an affiliate of the Maine Association of Police, represents and supports the patrol staff. The Town, Department, and Association enjoy an excellent working relationship characterized by goodwill, open communication, and trust.





Town of Cumberland Police Chief Recruitment

The Community

Cumberland is a unique and welcoming community with a mix of rural and suburban characteristics. Located in southwestern Maine, Cumberland is situated between Portland and Freeport. The Town's land area stretches from the waters of Casco Bay along Cumberland Foreside, through Cumberland Center, and towards the Lakes Region of Cumberland County and West Cumberland. We are home to over 7,400 residents, along with MSAD 51/Greely schools and the Friends School of Portland.

Cumberland is also home to numerous small businesses, the Cumberland County Fair, and working farms and apple orchards.

Cumberland is a wonderful community for families as well as active singles and seniors. The community places value on recreational opportunities and open space. These include:

- Prince Memorial Library
- Val Halla Golf Course
- Twin Brook Recreation Area
- West Cumberland Athletic Fields
- Broad Cove Reserve
- Rines Forest and Town Forest
- Knights Pond and Blueberry Hill
- Town Recreation Programming



Cumberland is conveniently located just minutes from Maine's largest city, Portland. Our close proximity to numerous cultural and civic attractions, along with educational institutions and sports venues, makes Cumberland an attractive place to live.

The Town is governed by a seven-member, elected Town Council who meet every other Monday to conduct town business. The Council delegates responsibility in carrying out its mission to the Town Manager and his staff. Additionally, over 20 committees comprised of volunteer residents are tasked with research and oversight of specific town resources and activities.



Cumberland at a Glance

Incorporated: 1821

Population: 7441

Area: 26 sq miles

Public Schools: MSAD 51

Town Hall:

290 Tuttle Road

(207) 829-5559

Website:

www.cumberlandmaine.com

Find us on Facebook and
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