



UPPER ARLINGTON, OHIO **CHIEF OF POLICE**

UPPER ARLINGTON, OHIO CHIEF OF POLICE

Are you an experienced law enforcement executive who is passionate about positively impacting the lives of others?

Come help shape the future of the Upper Arlington, OH police department.



Upper Arlington, OH (Population 36,800) is seeking their next chief of police. This is an outstanding opportunity for a professional police leader who wants to make a difference in the community and police division.

Upper Arlington is in the Columbus metropolitan area. Upper Arlington is a highly sought after community for families seeking outstanding quality of life. The city is home to 186 acres of parks and thriving business districts. Upper Arlington schools are highly rated (9 out of 10 GreatSchools.org). The city is adjacent to The Ohio State University which has numerous undergraduate and graduate degree programs and is ranked annually in the top 50 of public universities.

The City of Upper Arlington operates under the Council/Manager form of government. The City Council is elected by citizens and appoints a professional City Manager to run day-to-day operations of the city. The city manager leads and implements policies passed by the Council. To learn more about Upper Arlington, please visit their website at: City of Upper Arlington.

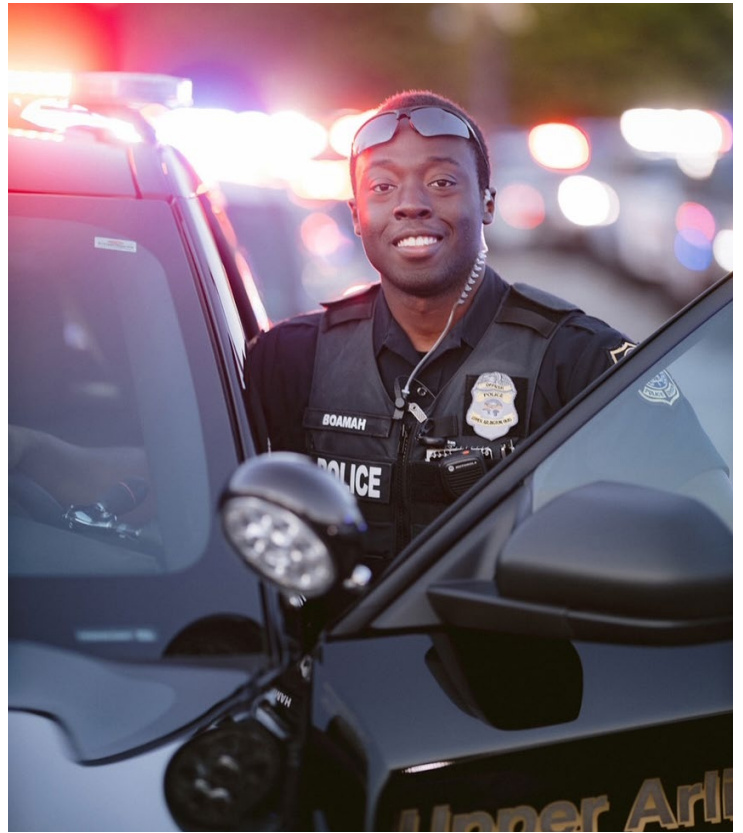
The Police Division has 52 sworn officers and 7 civilian staff. The police division is a member of the Northwest Regional Emergency Communications Center (NRECC). The police division has earned the strong support of the community and is always mindful of this support earned every day and every contact. The division is CALEA accredited and has held the certification since 1993.

The next Chief of Police will be a dynamic leader, deeply connected within the police division, City team and the community. Demonstrating unquestioned integrity, excellent communication skills, and high visibility, the chief will foster accountability and professional development within the division. This leader will embody a vision for the future, ensuring that the police department remains prepared for the policing needs of the community.

The next chief must be a leader who is a balance of law enforcement and community engagement, comfortable in both roles. The city is seeking an innovative and collaborative professional with proven law enforcement managerial experience, strong interpersonal skills, and a core belief of customer service.

The next chief will welcome members of the community as a part of the law enforcement team that serves the city. Community members are accustomed to a chief of police and police department that responds to needs when brought to their attention. The chief must look for opportunities to serve and be a part of the community.

The city is seeking a collaborative leader with proven executive experience, strong interpersonal skills, and a core belief in customer service. The candidate must understand servant leadership and be an effective communicator who will continue to build upon the positive organizational climate and morale as well as the high standards that exist within the Department. The ideal Chief will be a proactive individual with a strong work ethic who will anticipate challenges, recommend innovative solutions, and deliver positive outcomes.





Competitive candidates will possess the following attributes:

- Proven track record of success in a comparable community and a demonstrable commitment to equity and inclusion.
- A firm grasp of municipal law enforcement methods and the willingness to adapt to evolving standards and practices in accordance with community needs and expectations.
- Ability to develop and maintain positive relationships with elected officials, business and community leaders, advisory boards, the news media, and the general public.
- An exceptional communicator with the ability to inspire credibility and public trust, and interact respectfully with citizens from all backgrounds.
- Ability to negotiate agreements and/or reach consensus among diverse interests.
- Respected mentor skilled in identifying, developing, and collaborating with high-quality staff to achieve effective and efficient service delivery.
- Ability to attract and retain a diverse staff of sworn and civilian staff that reflects the community.
- Leads as a positive role model for customer service, ethical behavior, transparency, dispute resolution, and problem-solving, fostering a culture that values and respects all members of the team and the community.
- Well-developed writing and public speaking skills.
- Excellent reputation and demonstrate a high level of honesty and integrity. A professional reputation above reproach is expected.



CHALLENGES FOR THE NEXT CHIEF OF POLICE:

Recruitment and Retention - While the numbers of vacant positions are low, the next chief needs to maintain a culture that keeps personnel with Upper Arlington PD. External recruitment is a priority with an emphasis on finding ways to attract the best police personnel.

Technology - The Department has been forward looking when it comes to technology and must continue this trend. Looking for technology that is force multiplying is important to the continued success of the department.

Succession Planning - There is no lack of talent with Upper Arlington. The challenge will be to keep the talent in the department and align the talent to those positions where they can best serve. The next chief needs to recognize the greatness of the employees and prepare all for the next steps in their careers.

Leading - Creates a work environment which encourages clear and open communications. Has a comprehensive understanding of the principles of effective leadership and how such principles are to be applied. Provides constructive feedback to staff whose performance levels are not meeting Department standards but does not hesitate to take disciplinary action when necessary. Commends and rewards employees for outstanding performance. Exercises enthusiasm in influencing and guiding others toward the achievement of city goals and objectives.



Characteristics of the Ideal Upper Arlington Police Chief

- Demonstrates decisive, results-oriented management
- Leads by example, setting high standards for performance
- Fosters a positive working relationship with labor relations
- Possesses a strategic vision for the department's future
- Collaborates effectively with the executive management team
- Approaches problem-solving with flexibility and agility
- Exhibits political astuteness, understanding stakeholder viewpoints
- Makes tough decisions with confidence and respect
- Maintains credibility and respect across all levels of the organization



QUALIFICATIONS

Bachelor's degree from an accredited four year college or university in Criminal Justice, Business Administration, Public Administration, or a related field (required); Six or more years of progressively responsible experience or any combination of training, education, or experience which provides the desired knowledge, skills, and abilities to perform the essential functions of the position.

LICENSURE OR CERTIFICATION REQUIREMENTS:

Must possess or be able to obtain a state of Ohio driver's license within 60 days of employment and maintain insurability under the city's vehicle insurance policy. The selected candidate, if not certified as an Ohio Peace Officer,

must obtain certification within six (6) months of employment. LEADS certification and specific training certificates as required will be included in the Peace Officer certification. Information on the requirements for Ohio Peace Officer certification can be found at: [Ohio Police Officer Standards](#).

COMPENSATION AND BENEFITS

The anticipated starting salary range is \$143,000 – \$170,000 +/- DOQ. A comprehensive benefits package includes participation in the Police Pension Fund, health insurance including medical, dental and vision coverage, and life insurance. The City also offers paid short and long-term disability, parental leave, vacation, holidays, sick and personal leave. The City does not have a requirement for the Chief to reside within the City but the chief will need to live within a 45 minute response time to the city limits.

HOW TO APPLY

Submit a resume, cover letter and contact information for (5) professional references [online](#) by February 9, 2024. Electronic submissions are required. Telephone inquiries can be directed to Jon Fehlman, Senior Vice President, GovHR USA, 847-380-3240 Ext. 142.

Upper Arlington is an Equal Opportunity Employer, committed to fostering diversity and inclusion in the community.

