



# City of Phoenix

INVITES YOUR INTEREST IN THE POSITION OF

# Police Chief

*High quality Opportunities Today...the hottest jobs are in Phoenix. Join our team!*

*Phoenix is HOT!*

## The Opportunity!

This is an exceptional opportunity for an exceptional law enforcement leader to oversee a department of nearly 4,000 dedicated employees with an annual Operating Budget of \$570 million. There are 7 precincts that cover over a 500 square mile area serving 1.5 million residents. Only a select few will be well-qualified to undertake this position. Top candidates will have a career history that demonstrates the ability to engage the community, determine ongoing operational demand, understand the balance between community demands with the department's capabilities, and run successful recruitments.

This highly accomplished individual will also be strategic and well prepared to address long-term fiscal and capital planning issues. Work involves organizing and directing the activities of the department's five divisions: Patrol, Operational Support, Investigations, Support Services and Management Services. Reporting to the Assistant City Manager, the Chief will also work in collaboration with the Community, City Manager, Mayor and City Council. Except for general administrative direction, the incumbent works independently with performance evaluated on achieved results. The Police Chief is an unclassified position appointed by the City Manager.

core social gatherings. This accentuates the ambassadorial role the police need to play to help grow the economy. Year-round outdoor activities in the region are abundant – from world-class golf courses, hiking, and horseback riding, to back-country exploring, stunning desert sunsets, cycling and motor sports. The region is also well known for having several major professional sports franchises, two of which play downtown within the City limits – Arizona Diamondbacks (MLB) and Phoenix Suns (NBA). The Arizona Cardinals (NFL) and the Arizona Coyotes (NHL) are also a tremendous draw in the region for sports enthusiasts.

Phoenix also has supreme concert venues, performing arts theaters and museums that are visited by tens of thousand of people each year.

## City Government Structure

Phoenix was one of the first cities in the nation to adopt the council-manager form of government in 1913 through a public vote approving a new City Charter. Phoenix is also the largest city in the country with the council-manager form of government.

Throughout its rapid growth, the City has had a long history of political and organizational stability, with only three City Man-



## The Phoenix Metro Area

Phoenix is Arizona's capital and the sixth largest city in the United States. Long recognized internationally as one of the fastest-growing and most desirable places to live, the population of Phoenix has doubled in the last thirty years. The Phoenix metropolitan area, known as the Valley of the Sun, is a very diverse community that is home to 25 incorporated cities and towns with a total population in excess of 4.2 million.

Phoenix has adopted a business model that includes the hosting of large-scale events. Super Bowl XLIX, the 2016 College Football Playoff National Championship and the 2017 NCAA Men's Final Four Tournament chose downtown Phoenix for its

agers during the last 25 years. The City Manager is responsible for managing all municipal operations, a \$3.5 billion budget and more than 14,000 full-time employees. Phoenix operates on a July 1 – June 30 fiscal year. Working with the Mayor and City Council, the City Manager oversees a robust, full-service city operation known for being innovative, forward-thinking, and implementing best practices in local government. Services provided by the City of Phoenix include airport, police, fire, water/wastewater, solid waste, convention center and hotel, transit system and other general city services.

# The Challenge

The Police Chief is one of the most visible jobs in Phoenix. Partnership with the community, including non-profits, the private sector and volunteers is essential for success. To reach this point we surveyed the community and conducted listening sessions around the City to determine what people want in their next Chief. Integrity, the ability to develop staff, transparency, and reducing crime from a guardian mindset are of paramount importance.

The recession prompted the department to freeze hiring for several years; the department is down several hundred officers from peak staffing but has resumed hiring. In addition to hiring a diverse staff, the new Chief will need to continue organizational commitments to training and tactical improvement, adding body-worn cameras and supporting the overall wellness of the employees. The new Chief needs to develop a collaborative working relationship with labor, build a trust relationship with the community and demonstrate excellent listening and communication skills.

# The Ideal Candidate

The ideal candidate will exhibit creative vision, leadership, excellent management and administrative skills, and highly collaborative interpersonal skills required to lead the Police Department. The top candidate will be an experienced law enforcement leader, or have held a supporting, high-level executive position, with a proven record of accomplishment in a law enforcement organization and will have a broad background in law enforcement operations, possess the vision and flexibility to adapt to changing conditions, and be knowledgeable about best practices in community oriented policing. The Police Chief will also be a strategically oriented, self-assured individual who can establish a reputation for fairness, honesty and compassion.

Other personal attributes and characteristics desired in the Police Chief include:

- Consistently communicate and implement the City's and Department's missions through open, transparent, honest and forthright communication
- A high energy style, be engaged, "own the job" and the full scope of responsibilities associated with managing this robust organization
- Experienced enough to help the community address issues ranging from homelessness and mental illness to terrorism preparedness
- Integrity, intellectual honesty and a belief in the value and necessity of equity and diversity
- A proven track record of identifying and evaluating specific organizational needs
- Demonstrated ability to work with organized labor
- Extensive knowledge of current trends and issues that affect and influence law enforcement and community service
- Creative and flexible problem-solving capabilities, with the ability to elevate concerns early to the City Manager's Office, as well as the ability to analyze and resolve complex and sensitive issues
- Lead, promote and articulate the City's commitments to the community





and a compelling cover letter of interest and accomplishments. Only online applications are accepted for this position. The results of the resume screening process will be sent to your primary email address. To apply, go online to: [www.phoenix.gov/employment](http://www.phoenix.gov/employment).

References are not required at time of submittal and no contact will be made with references or current employer until mutual interest has been established in order to provide the utmost in confidentiality.

## Education and Experience

Five-plus years of upper-level experience in modern police work which has afforded progressively responsible experience in a variety of police functions including major command responsibilities. This should be supplemented by formal training in police administration and scientific methods of crime detection, and a bachelor's degree in a related field. Other combinations of experience and education that meet the minimum qualifications may be substituted.

The chosen candidate must possess current AZPOST certification or have the ability to obtain certification within one year of hire.

## Compensation

The salary range for this position is \$125,110 - \$212,684. The City of Phoenix offers an excellent benefits program. Details on benefits and retirement can be viewed at the following: [www.phoenix.gov/employment](http://www.phoenix.gov/employment).

## To Be Considered

This is a confidential process prior to the finalist stage of on-site interviews and will be handled according to State of Arizona Open Records Law. The first review of applications is March 1, 2016. An electronic version of all submittals is required. Interested candidates should apply immediately by providing a comprehensive resume, a recent head shot,

All highly qualified candidates are encouraged to apply. This is a national search effort and all highly qualified individuals with executive level law enforcement management experience, or those who have held a supporting, high-level executive position, are encouraged to submit qualifications for consideration. Final selection of top tier candidates will be based on the combination of education and experience that best fits the needs of the City. The new Police Chief will assume duties in late September or the beginning of October 2016, providing a two-week overlap with the outgoing Chief.

Questions, nominations, and confidential inquiries regarding this position or the recruitment process should be addressed to: Rhonda Wilson, Deputy Human Resources Director, at (602) 262-6270 or via email at: [rhonda.wilson@phoenix.gov](mailto:rhonda.wilson@phoenix.gov).

### Residency Requirement

City of Phoenix residency will be required within 24 months following appointment; relocation assistance will also be available for a successful out-of-area candidate.



[www.phoenix.gov](http://www.phoenix.gov)

*The City of Phoenix is an equal opportunity employer*