

JOB POSTING

CHIEF OF POLICE

GARY POLICE DEPARTMENT

GARY, INDIANA

Job Type:

Full-time

Salary Range:

\$107,000-\$115,000

Responsibilities:

The Gary Chief of Police oversees all functions and operations of the Police Department and is responsible for the activities of all law enforcement personnel in preserving order, protecting life and property, preventing crime, and enforcing laws and municipal ordinances.

In addition to being ethical, well-qualified, experienced, and shows respect for others, the next Chief of Police of Gary must also:

- Demonstrate commitment to diversity, equity, and inclusion, as well as experience working with broadly diverse communities.
- Possess a strong record of outreach and bridge-building with all stakeholders which will be essential in developing relationships necessary to strengthen the department and the community.
- Demonstrate familiarity and preparation to offer leadership in complex areas.
- Possess a record of displaying creativity in addressing complex issues.

Basic requirements are as follows:

-The new Chief will possess at least 15 years of progressively responsible law enforcement experience in patrol, crime prevention, administrative or criminal investigations, or support services, including a minimum of five (5) years senior executive assignments and/or management of community policing or crime reduction efforts.

-Experience with a medium to large police agency is preferred.

-Oversee the administration of crime prevention activities, including street patrol and traffic law enforcement, incident command at major incidents and events, and criminal investigations; prepare police reports, staff reports, and Police Department correspondence; oversee the maintenance and proper disposition of records and property.

-Possess ability to coordinate activities with other City officials, departments, outside agencies, organizations, and the public; provides responsible and complex staff support to the City Council; serve under the direction of the Mayor; and perform other related duties as required for the position of Police Chief.

- Possess ability to serve as a resource for law enforcement personnel, City staff, other organizations, and the public; coordinate pertinent information, resources, and work teams necessary to support a positive, productive, and cooperative work environment.

- Possesses ability to: prepare, manage, and coordinate the development of the Police Department's budget; prepare forecasts of necessary funds for staffing, materials, and supplies; present, justify, and defend programs, operations, and activities; monitor and approve expenditures; discuss and resolve budget issues with appropriate staff and implement adjustments, as necessary.

-Can demonstrate experience in managing and/or administering state and federal grants.

-Candidate must have a demonstrated track record of working effectively in a culturally and ethnically diverse community.

-Possess the ability to coordinate municipal law enforcement activities with those of other agencies.

-Candidate will be required to attend and participate in professional and community meetings; stay current on issues relative to the field of law enforcement, crime prevention, and service delivery responsibilities; respond to and resolve sensitive and complex community and organizational inquiries, issues, and complaints; establish and maintain a customer service orientation within the department.

-Possess the ability to establish positive working relationships with representatives of community organizations, state/local agencies and associations, police department staff, City Council and staff, and the public.

-Possess a working knowledge of processing and/or adjudicating internal administrative disciplinary processes and EEO allegations and investigations.

-Education – Bachelor's degree or equivalent hours of university/college education from an accredited institution is preferred, in Criminal Justice, Public Administration, or other related disciplines and executive training through the FBI National Academy, Northwestern University Staff & Command, Southern Police Institute, or equivalent venue is desired.

-Must have successfully completed the minimum basic training requirements established by the law enforcement training board under Indiana Code 5-2-1 or the minimum basic federal law enforcement requirements that are substantially equivalent to training requirements under Indiana Code 5-2-1.

- Physical, Mental, and Environmental Working Conditions:

Position requires prolonged sitting, standing, walking, running, jumping, reaching, twisting, turning, kneeling, bending, squatting, and stooping in the performance of daily activities. The position also requires both near and far vision and acute hearing. Additionally, incumbents may work outdoors in all weather conditions, including wet, hot, and cold. The position entails working in hazardous situations, and may involve abusive persons, potential physical violence, and the potential risk of exposure to bloodborne pathogens in the performance of law enforcement duties. The nature of the work also requires the incumbent to drive motorized vehicles, operate a variety of law enforcement equipment, work in heavy vehicle traffic conditions, and often work with constant interruptions.

Some of these requirements may be accommodated for otherwise qualified individuals requiring and requesting such accommodations.

-Required travel: 0-10% outside of the City of Gary, IN

Interested persons should submit their resume to the following email address:

Questions relating to this job posting can be directed to: policechief@gary.gov

Apply on-line at: [Chief of Police](#)

Job Posting Expires: August 14, 2022