



Chief of Police

The Town of Ross is seeking a Chief of Police. This position assumes full management responsibility for all Ross Police Department functions and activities. The Department includes eight sworn personnel.

The Ideal Candidate

The Town of Ross Police Chief will be a collaborative, team-oriented leader with an incredible work ethic and known for high standards and service excellence. The successful candidate will have a deep commitment to serve and interact with the community, and will have a proven track record of implementing and directing effective community policing. The Chief will have impeccable character and integrity, who will lead the Ross Police Department with outstanding communication and interpersonal skills. The Chief will value responsible public safety delivery and be committed to ensuring the Town remains one of the nation's safest.

The successful candidate will be a flexible and empathetic leader and mentor who sets the example for high professional standards and encourages an environment that supports success and growth in the department. This individual will have a demonstrated commitment and value for diversity, equity, and inclusion, and be adept at skillfully developing community partnerships. Important is the ability to maintain a culture that is characterized by a deep commitment to serve, a strong team orientation, and cohesive working relationships. Previous involvement in disaster and emergency preparedness and response is highly desirable.

Essential Job Duties

- Assumes full management responsibility for all Police Department programs, services, and activities.
- Develop, plan and implement department goals and objectives; recommend and administer policies and procedures related to the operations and activities of the Police Department.
- Work collaboratively with the Town Manager, Town Council, and other departments to achieve the goals of the Town of Ross in providing outstanding services to the community.
- Direct, oversee and participate in disaster and emergency preparation and response; communicate with residents and businesses in emergency preparation and response.
- Evaluate and manage for efficiency, fiscal responsibility, and actively seek and identify opportunities to reimagine and improve service operations.
- Select, train, motivate and evaluate personnel; provide or coordinate staff training; conduct performance evaluations; implement discipline procedures; maintain discipline and high standards necessary for the efficient and professional operations.
- Build and maintain positive working relationships with co-workers, Town Council, other Town employees and the public using principles of outstanding customer service.

- Develops cooperative working relationships and mutual aid agreements with representatives of other local public safety departments; coordinates activities with other law enforcement and public service agencies.
- Maintain high visibility and accessibility to the community to achieve positive interaction and understanding of Town issues.
- Serves as a spokesperson for the Police Department at a variety of community events, meetings, and other public relations activities. Confers with citizens on community expectations, service delivery and enhancements.
- Manage and lead investigations.
- Ensure the identification and implementation of current and future oriented technology to support the department's efforts and build regional capability and cooperation.
- Respond to and resolve difficult and sensitive inquiries and complaints.

Knowledge of

- Principles and practices of contemporary law enforcement administration, organization, operations and best practices.
- Modern practices and methods of patrol, traffic control, investigation, crime prevention, and support services.
- Penal Code, Vehicle Code, laws of arrest, rules evidence, legal rights of citizens and court procedures.
- Principles and practices of management, supervision, training, employee development.
- Principles and practices of leadership, motivation, team building and conflict resolution.
- Labor law, human resource management and collective bargaining process.
- Safe work practices.
- Best policing practices and responsible fiscal management.

Ability to

- Plan, direct and control the administration and operations of the Police Department.
- Communicate effectively and concisely, both orally and in writing.
- Supervise, train, evaluate, schedule and organize the work of subordinate personnel.
- Effectively mentor and develop subordinate employees.
- Facilitate problem solving, conflict resolution and resolve personnel grievances.
- Prepare and administer program budgets, grants and staff reports.
- Develop, implement and administer department goals, objectives, policies and procedures for providing effective and efficient services.
- Gain cooperation through discussion and persuasion.
- Demonstrate the highest level of integrity, fairness and candor in a manner that results in a personal reputation that people can trust and rely upon the Ross Chief of Police.
- Build a police organization, appoint employees and institute policies and procedures that reflect the highest quality of professional, community based police services.
- Effectively develop and maintain community relationships.
- Recognize complexity of race, equity, and inclusion in local and national policing and welcome constructive dialogue to address critical issues.
- Multitask in a timely manner.

EDUCATION, CERTIFICATION AND EXPERIENCE

Any combination of education and experience that demonstrates possession of the requisite knowledge, skill and abilities for the position. Equivalent to a Bachelor's Degree is desired and seven years experience in municipal police work including at least three years in a supervisory capacity. US citizen. Valid driver's license. Possession of a Management Certificate issued by the California State Commission on Peace Officer Standards and Training (P.O.S.T.) or ability to obtain a Management Certificate within one year of employment. Possession and maintenance of firearms qualification.

About the Town of Ross

Ross is located in the heart of the Ross Valley in Marin County, approximately 12 miles from the Golden Gate Bridge and 5 miles from the Richmond-San Rafael Bridge. Ross is one of the nation's most desirable places to live. It is primarily a single family residential community of approximately 2,550 residents. Our town center includes the wonderful Ross Common, the nationally renowned Ross School and the charming, albeit small, Ross commercial area.

Compensation and Benefits

Salary to \$167,000 annually.

The Town offers a comprehensive benefit package including CalPERS Retirement 3% at 55 for Classic employees, and 2.7% at 57 for those new to PERS (Employee pays Employee portion of the contribution). Other benefits include Medical, Dental, Life and Long-term Disability insurance, and Auto Allowance as well as paid leave (Vacation, Administrative Leave, Sick Leave, Holidays).

Application Filing Deadline: December 31, 2020

To view the full job description, click [here](#).

To Apply

Please submit the following documents:

1. Cover letter
2. Resume
3. Ross Employment Application (<https://www.townofross.org/hr/page/chief-police>)

Submit application materials via email to llopez@townofross.org.

Town of Ross
Attn: Human Resources
P.O. Box 320
Ross, CA 94957

The Town of Ross is an equal opportunity employer.