

**POSITION ANNOUNCEMENT**  
**Stamford Police Department**  
*Stamford, CT*  
**Chief of Police**

The City of Stamford is seeking a strong, compassionate leader who can build on a tradition of deep community engagement and inspire the confidence of the community and police officers as the city's Police Chief. The successful candidate will have exceptional management skills, a proven record of implementing community-focused solutions to public safety problems, and a demonstrated ability to effectively engage with a diverse community.

With a population of 129,000, Stamford is Connecticut's third-largest city and is expected to become the second-largest in 2019. Stamford has an impressive number of corporate headquarters, including three Fortune 500 companies and eight in the Fortune 1000. The dense number of corporate headquarters is unrivaled in the state, and uncommon for a city of its size. Stamford is a city rich in cultural diversity that features a rapidly growing tech startup community, a strong health care system, top-tier schools, an unemployment rate well below the federal and state levels, and residential options for all ages and income levels.

35% of Stamford residents were born outside the United States. Stamford has always welcomed immigrants and is dedicated to ensuring that all are welcome and treated with dignity and respect.

With a budget of over \$59 million, the Stamford Police Department has 287 sworn police officers and 23 professional staff members. The Police Department has a culture of proactive community engagement, and a strong record of working with residents to identify and solve community issues before they become crime problems. The strength of the organization lies in its connections to the community. Based on crime statistics, Stamford is the safest city in Connecticut, the 6th safest city in the Northeast Region (which includes all of New England, New York, New Jersey and Pennsylvania), and the 17th safest city in the nation among cities with populations over 100,000.

The Department has a long history of working with local service providers to meet the needs of residents, such as Child Guidance, which assist at-risk youths; the Domestic Violence Crisis Center, which assist victims of intimate partner violence; and the Domus Foundation, which assists youths through programs like the Girls Leadership Program and the Juvenile Review Board.

The City is in the final stages of construction for a new state-of-the-art police facility and the department is expecting to move in the coming months.

The Stamford Police Association represents all police officers through the rank of captain. The current union contract expires on June 30, 2019.

The Police Chief, who reports to the Director of Public Safety, must possess:

- Demonstrated competencies leading the development and implementation of effective, community-engaged policing strategies.
- A professional and personal track record that demonstrates alignment with the Stamford Police Department's culture and ethos of community engagement and collaborative problem-solving.
- Extensive experience in the many aspects of contemporary policing practices in a diverse urban community.
- The ability to inspire confidence and serve as a role model and representative of the police department and the city.
- Strong interpersonal skills, and a demonstrated commitment to being visible, available, and approachable within the department and in the community.
- An excellent ability to communicate with all stakeholders, in person, in group settings, and using social media.
- A willingness to listen and be responsive to ideas generated by City of Stamford stakeholders, and commitment to effective communication with the community.
- Experience and demonstrated success building strong relationships of trust, mutual understanding, and accountability with other city officials, within the community, among rank and file officers, and with local and regional public safety partners.
- Demonstrated commitment to and experience with engaging with youth and immigrant communities.
- Exceptional organizational and management skills, including the ability to maintain a strong leadership team in light of upcoming retirements and an increasingly young officer corps.
- Cultural awareness and sensitivity.
- A commitment to increasing the diversity of the department throughout the organization.
- Extensive experience in budget management and labor relations.
- An understanding of and commitment to the recommendations contained in the [\*Final Report of the President's Task Force on 21st Century Policing\*](#).
- A proven commitment to staff development and progressive department-wide training that is consistent with and responsive to the needs of the community.
- A commitment to leading an open and transparent police department.

- An understanding of and interest in the appropriate role of technology solutions to support and enhance the work of the department.

The position requires a four-year college degree, progressively responsible command-level experience in policing in an urban community, and knowledge of best practices in policing. However, an equivalent combination of training and experience that provides the necessary knowledge, skills and abilities to perform the job will be considered. Additional specialized leadership education, such as the Senior Management Institute for Police (SMIP) or the FBI National Academy, is preferred. The successful candidate must be able to obtain certification as a police officer from the State of Connecticut. The Police Executive Research Forum (PERF) is assisting the city in the selection process.

Salary Range: \$130,000-\$156,000 DOQ, plus a very competitive fringe benefits package.

Click [here](#) for the position profile.

Qualified candidates should apply **by March 15, 2019** with cover letter, résumé, and a list of five references in confidence to:

[StamfordPC@policeforum.org](mailto:StamfordPC@policeforum.org)

Stamford is an Equal Employment Opportunity Employer.  
Women and minority candidates are encouraged to apply.