



## ***A Search Is Underway For A New Police Chief.***

# **City of New Bedford, Massachusetts**

### **The Opportunity**

The City of New Bedford is seeking a highly qualified and experienced law enforcement professional to be its next Chief of Police. Prospective applicants must be committed to professional, ethical, and accountable policing while proficiently implementing contemporary policing principles and best practices.

### **The City**

New Bedford is a vibrant, bustling city of over 100,000 people. Located on the coast of Buzzard's Bay, the city is the economic and cultural center of Southeastern Massachusetts. New Bedford is widely recognized for its vibrant Historic District and national park, renowned arts and cultural institutions, a regional airport, public beaches, historic architecture, walkable neighborhoods, and a hard-working and culturally diverse citizenry.

The world's most famous whaling-era seaport, today the city is the nation's top-grossing commercial fishing port and a center of maritime innovation, science, and technology.

The Port of New Bedford supports nearly seven thousand jobs and generates over \$11 billion in annual economic output. The maritime economy has grown to more than 200 maritime-based businesses, including a global seafood processing cluster, a host of support enterprises serving the fishing industry, ferry service, coastal cruise ships, freight operations, recreational boating, offshore wind energy construction and maintenance, and ship repair.

Greater New Bedford's economy extends well beyond the port. Approximately 3,300 businesses support more than 43,000 jobs in manufacturing, healthcare, professional services, and education. The city is strengthening its economic interconnectedness with the other cities, as inter-city rail service between New Bedford and Boston began in March, and work on a new airport terminal and major bridges is underway.

### Important Links

[City of New Bedford](#)  
[Explore New Bedford](#)  
[Economic Development Council](#)  
[Port of New Bedford](#)  
[New Bedford Creative](#)  
[The New Bedford Way](#)

#### Population

101,000 residents  
42,000 households

#### Municipal Budget

\$525 million  
30 departments  
3,500 employees

#### Total Area

24 square miles

#### Median Home Value

\$324,400

#### Median Household Income

\$56,000

#### Schools

27 public schools  
13,000 students

#### Government Type

Mayor-Council

New Bedford has been a center of the arts since the height of the whaling era. It has one of the highest concentrations of working artists in America, and is home to leading cultural institutions, including the Zeiterion Performing Arts Center, New Bedford Whaling Museum, the New Bedford Art Museum, the New Bedford Whaling National Historic Park, and the Buttonwood Park Zoo. These institutions are complemented by the city's burgeoning restaurant scene.

New Bedford's cultural strengths rest on a robust historic foundation. The city played a prominent role in the abolitionist movement, serving as a leading refuge for escaped slaves, including Frederick Douglass. Its contribution to American literary history is unique, serving as the opening setting of Herman Melville's novel *Moby Dick*. And migrations that began during the whaling and textile eras have woven an ethnic tapestry – including the largest Portuguese-American community in America – that sustains the city's dynamism today.

Recreational opportunities abound in the city and region. The city's Historic District offers myriad activities year-round, including walking tours, concerts, exhibits, films, and historic architecture. The city is dotted with beautiful parks, including Fort Taber Park, which features an oceanside Civil War era fort along with scenic picnic areas, a military museum, and a stone pier promenade. Miles of public beaches, biking and nature trail networks, and golf courses are immediately nearby.

New Bedford is also shaped considerably by its educational infrastructure. The 27 schools of the city's public K-12 system have experienced sustained progress over the past decade, with the flagship high school's graduation rate rising nearly thirty percentage points to its highest level ever. The school's top graduates routinely compete successfully for admission to America's top colleges. The city is also home to a highly successful vocational high school, the Greater New Bedford Regional Vocational Technical High School.

## **Municipal Government**

The City of New Bedford is governed by a mayor-council (“strong mayor”) form of government with a directly elected mayor and an 11-member city council. The mayor serves a four-year term and councilors serve two-year terms. The council consists of six ward councilors and five at-large councilors. The mayor serves as the chair, ex officio, of the school committee and the New Bedford Port Authority.

New Bedford’s current mayor is Jon Mitchell, who was first elected in 2011. Under Mitchell’s leadership, the city has achieved both the highest bond rating and highest high school graduate rate in its history, lowered violent crime by sixty percent, planted over 5,000 trees, built five new parks, secured over a billion dollars in port investments, positioned the port to become the leader in the emerging offshore wind industry, and helped to establish passenger rail service between New Bedford and Boston. Prior to running for office, Mitchell was a federal prosecutor in Boston and Washington, D.C.

## **The Police Department**

The mission of the New Bedford Police Department is to work in partnership with the city’s residents, businesses, and institutions to backstop the city’s quality of life through crime prevention, guarantee the constitutional rights of all, preserve peace, reduce fear, and provide a safe environment in which businesses and residents can flourish.

The Chief reports directly to the Mayor and is responsible for the leadership and overall management of the police department. The chief is supported by four senior executive positions, two deputy chiefs, and two assistant deputy chiefs, which are not part of the collective bargaining unit or subject to civil service rules. The current chief is retiring, and the deputy positions are vacant.

The Police Department has an authorized force of 230 uniformed officers and 40 civilian employees, and its annual operating budget totals approximately \$29 million. The department operates out of a headquarters building, two district stations, and an offsite facility. Plans are underway to combine the headquarters, one of the district stations, and the offsite facility, into a new headquarters facility.

The Chief oversees six divisions: Uniform Patrol, the Investigative Division, Professional Standards, the Communications Division, Administrative Services, and Finance.

The Uniform Patrol Division is divided into two police patrol units which respond to service calls in their respective geographic areas. In addition, a Port Security unit provides security for both the Port of New Bedford and New Bedford Regional Airport; an Animal Control unit is responsible for animal attacks and abuse; and a Traffic unit enforces traffic laws and parking regulations.

The Investigative Division consists of a Major Crimes unit which conducts follow-up investigations initiated by the Uniform Patrol Division; an Organized Crime and Narcotics Bureau (OCIB) which investigates cases involving narcotics and gang activity; DEA/ATF/U.S.

Marshalls liaison staff who coordinate with external law enforcement task forces; a Family Services unit; and a Firearms unit.

The Professional Standards Division is the department's internal affairs unit and is responsible for investigating allegations of officer misconduct.

The Administrative Services (ASD) and Finance Divisions provide back-office support for the department. ASD's primary responsibility is to recruit and select new officers and provide training for existing staff. A Communications unit operates the City's 9-1-1 Call Center which directs emergency responses for police, fire, and emergency medical services. Other support units include Management Information Systems and Central Records.

### **The Ideal Candidate**

The person chosen for this position must be able to inspire confidence and maintain the trust of the City's diverse communities and the department's sworn and professional staff. The Chief will have a strong reputation as an open-minded, approachable, and adaptable leader when interacting with internal and external stakeholders. The chief will build a strong leadership team that will nurture a positive and accountable organizational culture.

A successful candidate will be able to form and lead strong, productive teams, develop efficient administrative processes that support the New Bedford Police Department's mission, grow and strengthen the agency, delegate responsibility, solve problems quickly, communicate clearly, engage effectively with residents and be committed to the continuous improvement of the organization. Other key professional attributes include:

**Strategic Thinker and Collaborator** -- The Chief will be adept at leveraging personnel and resources to maximize the department's effectiveness. Candidate should have a record of partnership with other law enforcement entities that resulted in street-level improvements in public safety.

**Data-Informed Decision-Maker** -- The Chief will emphasize the use of data collection systems and analysis to anticipate evolving crime threats and ensure that departmental resources are proactively directed. This means that the Chief will use data to understand how officers are using their time so that they may be deployed most efficiently.

**Prioritizes Modernization** – The Chief will have a strong record of identifying best practices and successfully introducing reforms that modernize policing operations and generate budgetary efficiencies. The Chief will understand that the police have a role not only in reacting to crimes that have taken place but also in working with others to prevent crime by the immediate conditions that give rise to criminal activity and disorder.

**Understands Neighborhood Needs** – The Chief will take a hands-on, street-level approach to engaging with residents, businesses, and community leaders to understand their public safety concerns.

**Values-Driven** – The Chief will lead by example, displaying the values of Integrity, Accountability, Innovation, Continuous Improvement, Teamwork, and Respect, as featured in [The New Bedford Way](#).

**Experienced** – The Chief will have direct experience with all major internal and external functions of a modern police department, including service in a broad range of executive management positions, intergovernmental relations, personnel, public communications, and financial management. Successful candidates will have an exceptional career history in a larger or comparable jurisdiction.

**Partnerships** – The Chief will facilitate the development of strong partnerships with businesses, the non-profit sector, and other government agencies, recognizing the need for a multi-dimensional approach to crime and disorder prevention.

### **Qualifications**

Required qualifications for the position include a bachelor’s degree, and a minimum of fifteen years of law enforcement experience, with at least five years at the command or executive level (an equivalent combination of the two may be considered).

Preferred qualifications include the successful completion of an executive-level professional development program, such as the FBI National Academy (FBINA), the Police Executive Research Forum’s Senior Management Institute (SMIP), or an equivalent leadership development program.

A valid Massachusetts Driver’s License and a Massachusetts License to Carry Firearms (LTC), or the ability to obtain them both within two months of hire will be necessary. The selected candidate must comply with all the requirements of the Municipal Police Training Committee (MPTC), and the Massachusetts Peace Officer Standards and Training (POST) within six months of initiating employment.

### **Compensation and Benefits**

The salary range is \$230,000 to \$250,000 depending upon qualifications and experience. An attractive benefits package, including health and retirement plans, is part of a negotiated compensation package. The selected candidate will be expected to reside in the city within six months of hiring.

Applicants should apply with a cover letter and resume by e-mail to [Debra.Kirby@jensenhughes.com](mailto:Debra.Kirby@jensenhughes.com). Any questions regarding the process should also be sent to this email address. Letters and resumes must be submitted by May 2, 2025.

---

*The City of New Bedford is an Equal Opportunity Employer.*