



Town of Canton, Massachusetts Job Announcement

Chief of Police

The Town of Canton is seeking an experienced, forward-thinking, and community-oriented leader to serve as its next Chief of Police. The ideal candidate will possess a proven record of integrity, strong leadership, effective management skills, and exceptional interpersonal abilities. In addition to guiding the dedicated members of the Canton Police Department, the next Chief will prioritize building trust, strengthening community relationships, and enhancing public safety through inclusive, transparent, and collaborative approaches. This is a unique opportunity to lead a committed team in service to a community that values professionalism, compassion, and respect.

COMMUNITY

Located in Norfolk County 15 miles southwest of downtown Boston, the Town of Canton offers the perfect balance between small-town charm and convenient access to a major metropolitan area. With a population of approximately 24,000 residents, Canton is a vibrant and diverse community known for its rich history, excellent schools, and high quality of life.

Canton boasts a strong sense of community, a welcoming atmosphere, and an engaged citizenry. The town features a blend of residential neighborhoods, thriving business districts, and ample green space—including the scenic Blue Hills Reservation, which offers year-round outdoor recreation. Canton is home to several major employers, a growing commercial sector, and a well-developed transportation infrastructure, including commuter rail service and highway access.

Canton takes pride in its well-maintained public services, responsive local government, and commitment to public safety and education. The town also values civic engagement and cultural enrichment, with an active arts scene, historical landmarks, and numerous community events throughout the year.

THE CANDIDATE

The next Chief of Police must be approachable, visible, and deeply engaged with the community. The successful candidate will actively connect with residents and stakeholders in both formal and informal settings, building strong partnerships and encouraging open dialogue.

As a key member of the Town's leadership team, the Chief of Police will be a collaborative leader with demonstrated executive experience, exceptional communication skills, and a strong commitment to public safety and service. The Chief of Police must be responsive, empathetic, and capable of addressing the needs and concerns of an informed, engaged and diverse community. The candidate models the highest level of personal and professional integrity.

The ideal candidate will also bring:

- Extensive law enforcement experience, including command-level leadership.
- A commitment to community policing and public engagement
- Strong decision-making, interpersonal, and organizational leadership skills
- A history of ethical leadership and professional development of staff

THE ROLE

The Police Chief is appointed by the Select Board and works under the direction of the Town Administrator. The Chief is responsible for the overall administration, leadership, and day-to-day operations of the Canton Police Department.

The Chief will set clear strategic goals, lead with vision, and foster a culture of accountability, professionalism, and service. This role includes, but is not limited to, planning and directing all internal and external departmental functions related to the enforcement of local, state laws, and federal laws. Key responsibilities include providing motivational leadership, overseeing training and professional development, preparation and administration of department budgets, ensuring succession planning, and guiding staff at all levels. The Police Department is the 911 PSAP and is the initial point of contact for police, fire and ambulance services.

The Chief of Police will be expected to participate actively in public events, outreach initiatives, and community-building efforts, while also responding to inquiries, complaints, and grievances with promptness, fairness, and professionalism.

THE DEPARTMENT

The Canton Police Department is dedicated to delivering both traditional and non-traditional law enforcement services to residents and visitors alike. The department operates with a strong emphasis on compassion, integrity, and ethical conduct, ensuring that every interaction reflects the values of the community it serves.

The Canton Police Department is a full-service accredited Police Department with an authorized staffing level of 47 sworn officers. The current staffing model includes a Chief, two Deputy Chiefs, three Lieutenants, eight Sergeants nineteen Full-Time Patrol Officers, four School Resource Officers and four Detectives with a FY26 Budget of approximately 6.7 million. The Chief of Police also oversees the towns Animal Control Officer.

RECOMMENDED QUALIFICATIONS

- A Bachelor's Degree in Criminal Justice, Business, Public Administration or a related field from a four-year college or university accredited by an accreditation agency recognized by the United States Department of Education or the Council for Higher Education Accreditation. Preference will be given to candidates who have a Master's Degree or other Professional Degree. In addition, preference may be given to candidates who have graduated from an Executive Development Program, including the FBI National Academy, PERF Senior Management Institute for Police, Police Executive Leadership Institute or similar program.
- A minimum of ten (10) years of law enforcement experience. With at least three (3) years of progressively responsible command level experience as a lieutenant or higher.
- Candidates must be active in the field of law enforcement.
- Possession of or ability to obtain a valid Massachusetts driver's license.
- Must have a valid Massachusetts Firearms License or the ability to obtain one upon hire.
- Applicants must be a graduate of the Commonwealth of Massachusetts Municipal Police Training Committee (MPTC) Basic Recruit Officer Academy (or eligible for a Permanent Exemption by the MPTC) and must satisfy all requirements set forth by the Massachusetts Peace Officer Standards and Training Commission for certification as a Police Officer in the Commonwealth of Massachusetts.

COMPENSATION & BENEFITS

Canton offers a highly competitive compensation and benefits package with a salary of \$230,000+/- commensurate with qualifications. Additional benefits include group health insurance, dental insurance and an optional employee paid supplemental health plan. The town also offers an optional employee paid 457(b) deferred compensation plan, paid vacation days, holidays, four personal days and paid sick days.

Interested applicants should email a cover letter and résumé as a single PDF file to Meredith Hartling at hr@town.canton.ma.us cover letters and resumes should be received by 10:00 A.M. on Monday, October 27th 2025.

The Town of Canton is an Equal Opportunity Employer.