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## **Town of Oxford, Massachusetts Job Announcement**

### **Chief of Police**

The Town of Oxford is seeking an experienced, community-focused, collaborative leader to serve as its next Chief of Police. The successful candidate will lead a well-trained, professional department dedicated to excellence in service, community engagement, and public trust.

#### **COMMUNITY**

Incorporated in 1713, the Town of Oxford is a classic New England community located in Worcester County, Massachusetts. Situated approximately eleven miles south of Worcester, Oxford is home to a population of an estimated 13,503 residents. The Town proudly recognizes its historical significance as the birthplace of Clara Barton, founder of the American Red Cross, and Dr. Elliott P. Joslin, a nationally recognized pioneer in diabetes research.

Oxford is a town that values its past while investing in a safe, vibrant, and inclusive future. The community offers an ideal environment for leaders who value public service, tradition, and meaningful engagement with residents.

To learn more about the Town of Oxford, please visit <https://www.Oxfordma.us>

#### **THE CANDIDATE**

The next Chief of Police will be an approachable, visible, and highly engaged leader with a strong commitment to community involvement. The successful candidate will actively connect with residents and stakeholders in both formal and informal settings, fostering trust, building partnerships, and promoting open and transparent communication.

As a key member of the Town's leadership team, the Chief of Police will demonstrate collaborative executive leadership, exceptional communication skills, and a deep dedication to public safety and public service. The Chief will exemplify the principles of community policing through active participation in public events and outreach initiatives, and through professional, responsive handling of inquiries and complaints. This role requires establishing and maintaining effective working relationships with appointed and elected officials, department heads, federal, state, and local agencies, community organizations, businesses, and the residents of the Town of Oxford.

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
- Strong collaborative and communicative skills
- A history of ethical leadership and professional development of staff

## **THE ROLE**

The Chief of Police is appointed by the Select Board and serves under the general direction of the Town Manager. The Chief is responsible for the overall leadership, administration, and daily operations of the Police Department.

The Chief will establish clear strategic priorities, provide visionary leadership, and cultivate a culture grounded in accountability, professionalism, and public service. Responsibilities include planning, organizing, and directing all internal and external departmental functions related to the enforcement of local, state, and federal laws. Key duties encompass motivating and guiding personnel, overseeing training and professional development, preparing and administering the department budget, ensuring effective succession planning, and providing leadership across all levels of the organization.

As part of these responsibilities, the Chief of Police oversees the Police Department Communications Center, which provides dispatch services for police, fire, and ambulance calls for service.

The Chief is expected to maintain a visible and active presence in the community by participating in public events, outreach initiatives, and community-building efforts, and by responding to inquiries, complaints, and grievances in a timely, fair, and professional manner.

The Chief of Police has overall responsibility for all sworn and civilian personnel within the department, including Animal Control and the School Resource Officer assigned to Oxford Public Schools.

## **THE DEPARTMENT**

The Oxford Police Department 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 Oxford Police Department is a full-service law enforcement agency comprised of twenty-three (23) full-time sworn officers, including one (1) Chief of Police, two (2) Lieutenants, four (4) Sergeants, four (4) Corporals, eleven (11) Patrol Officers, and one (1) School Resource Officer. The department is supported by three (3) Permanent Intermittent Officers, six (6) full-time dispatchers, six (6) part-time dispatchers, an Executive Assistant to the Chief, a Senior Clerk, one (1) full-time Animal Control Officer, and one (1) part-time Animal Control Officer. The department operates with an FY26 budget of approximately \$3.5 million.”

## **RECOMMENDED QUALIFICATIONS**

- A Bachelor's Degree in Criminal Justice, Law Enforcement, Public Administration or 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. Master's Degree preferred.
- Graduates of major policing executive development programs including the FBI National Academy, the Police Executive Research Forum Senior Management Institute for Police or Police Executive Leadership Institute are encouraged to apply.
- A minimum of fifteen (15) years' experience in law enforcement, with at least five years in a significant command and supervisory capacity. Candidates must be active in the law enforcement field and hold a minimum rank of Lieutenant to apply.
- Possession of a valid 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 (POST) for certification as a Police Officer in the Commonwealth of Massachusetts.

## **COMPENSATION & BENEFITS**

Oxford offers a highly competitive compensation and benefits package with a salary of range of \$165,000 - \$185,000 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 and paid vacation, holidays, personal and sick days.

Interested applicants should email a cover letter and résumé as a single PDF file to Chief (ret.) Wayne Sampson Esq. at [wsampson@publicsafetyllc.com](mailto:wsampson@publicsafetyllc.com). Cover letters and resumes should be received by 10:00 A.M. on Wednesday, March 11<sup>th</sup>, 2026.

*The Town of Oxford is an Equal Opportunity Employer.*