



## Chief Of Police - City of Dilworth, MN

**Dilworth, MN (Population 4,918)** is seeking an exceptional leader to serve as their next Chief of Police. The city desires a forward-thinking leader with a demonstrated commitment to community-oriented policing. A track record of ethical and effective management is required. The Chief of Police plays an instrumental role in the quality of life for residents in and around the City of Dilworth with emphasis on community engagement and enforcement of the laws and ordinances.

Dilworth is one of the core cities of the Fargo-Moorhead metropolitan area (population 250,000+). Located three miles from downtown Fargo, ND, Dilworth is a growing city with regular new housing and commercial development and is home to one of the largest and busiest BNSF rail yard facilities in Minnesota. Dilworth has the perfect balance between nearby big-city services and small-town community connections. Dilworth is part of the Dilworth-Glyndon-Felton independent school district 2164 with the elementary school located in Dilworth. Dilworth-Glyndon-Felton Elementary is a highly rated, student-focused school located in the heart of the community.

### **The Position**

The Chief of Police is responsible for overseeing the eight full-time and one part-time staff of the police department. The police department has built trust with residents, businesses, and organizations by cultivating and embracing a culture of community engagement. The next chief must be a leader who maintains a balance of law enforcement and community engagement, being comfortable in both roles. The Chief of Police reports directly to the City Administrator who manages the city staff on behalf of the city council.

### **The Requirements**

The position requires an individual who is innovative, collaborative, has law enforcement managerial experience, strong interpersonal skills, and a core belief in customer service. They are required to actively participate in community events and assist in the coordination or hosting of community activities. The chief must understand the need for and be committed to collaboration with partner agencies, which is critical in a metropolitan area. The agencies in Clay County are a mixture of large and small communities that look to support each other in the region, providing resources when needed.

Additionally, the chief is required to work in collaboration across state borders as part of a multi-state metropolitan area.

### **The Expectations**

The chief must lead the department as a positive role model for customer service, ethical behavior, transparency, dispute resolution, and problem-solving. The chief must foster a culture that values and respects all members of city staff and the community. The chief will be a role model and mentor to department staff. The chief must be a strategic thinker, anticipating issues or trends, and must be open to new approaches and technologies while also thinking beyond the walls of the police department. The chief is expected to be highly visible in the community, building relationships with the residents, businesses, organizations, commuters, and visitors to the city. The chief is expected to embrace small-town policing, building upon their proven track record in community outreach and relationship building. Experience with cooperative policing with other agencies or multi-jurisdictional experience is a plus.

The professional requirements of the chief include:

- A minimum of a Bachelor's degree and/or ten years of law enforcement experience. Combinations of education, training, and experience will be evaluated on a case-by-case basis.
- The chief must have five years of progressively responsible supervisory and/or leadership experience in a comparable law enforcement agency.
- Professional training such as the FBI National Academy, Southern Police Institute, Senior Management Institute for Police, Northwestern Center for Public Safety, or similar is considered a plus.

The anticipated starting salary for this position is \$95,000. The city offers an excellent benefits package. Candidates must meet the standards of the MN Board of Peace Officer Standards and Training or can meet the standards by the first day of employment. Interested candidates should apply online by January 2<sup>nd</sup>, 2024, with a cover letter addressing their specific qualifications for the position, a resume, and contact information for at least five (5) professional references at [www.GovHRjobs.com](http://www.GovHRjobs.com). Questions should be directed to Jon Fehlman, Senior Vice President, GovHR USA Tel: 615.692.9264.

**Dilworth Links** [City of Dilworth, MN](#) [Dilworth Real Estate](#) [DGF School District](#)

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