

VILLAGE OF ARLINGTON HEIGHTS, ILLINOIS

Chief of Police

GovHR USA is pleased to announce the recruitment of candidates and selection process for the next Chief of Police for the Village of Arlington Heights.

About the Community

Arlington Heights, IL (75,100) is a thriving, established community that has successfully blended its rich history with progressive development. This highly regarded Village provides its residents and visitors with an abundance of cultural, educational, recreational and entertainment opportunities. Located 25 miles northwest of downtown Chicago, Arlington Heights is home to the Arlington Park Race Track and has an energetic downtown where residents gather nightly to dine in a wide variety of restaurants and enjoy a number of cultural amenities. Arlington Heights is a family-oriented community. Residents enjoy high quality municipal services, beautiful parks and open spaces, a variety of recreational options and commercial areas that provide numerous retail opportunities.

About the Village

The Village of Arlington Heights is a home rule municipality that operates under the Council/Manager form of government. The Mayor and eight members of the Board of Trustees are elected at large, on a non-partisan basis for four-year terms. The Board appoints a Village Manager to administer the policy set by the Village Board. Arlington Heights is a fiscally strong community with a \$176M total budget and 435 total employees (426.25 FTE).

About the Position

Department Overview

The Arlington Heights Police Department is comprised of 139 full time employees, including 109 sworn police officers and 30 civilian personnel. In addition to the full-time personnel, there are 2 part-time records clerks and multiple seasonal park counselors that assist the Police Department during the summer months. All employees are dedicated to serving the 75,100 residents of the Arlington Heights community. The Chief of Police reports directly to the Village Manager and is responsible for the overall direction and vision of the Police Department.

The Department is divided into three divisions: Administrative Services, Criminal Investigation/Community Services and Patrol. Each division is led by a Deputy Chief who reports directly to the Chief of Police. The Deputy Chief of Administrative Services oversees the Records and Supports Bureaus, which coordinate all support activity relative to the overall needs of the Police Department. The Criminal Investigation / Community Services Division provides both criminal and juvenile investigation / enforcement while responding to the needs of the community. The Division includes the Criminal Investigation Bureau and the Community Services Bureau. The Patrol Division is responsible for the initial delivery of police services to the community and is comprised of the Patrol and Traffic Bureaus.

The communications function for the Department is provided by Northwest Central Dispatch Services (NWCDS), which is an intergovernmental consolidated emergency dispatch system that provides 9-1-1 services for 11 communities covering over 170 square miles.

The Police Department has a 2019 operating budget of \$27M and has been an accredited agency through the Commission on Accreditation for Law Enforcement Agencies (CALEA) since 2008. The Arlington Heights Police Department has benefitted from stable leadership and has only had 5 Chiefs during its 125 year history. The current Police Chief is retiring after 14 years of service while the prior 2 Chiefs spent a combined 40 years in the position.

The Ideal Candidate

The Village is seeking an innovative and collaborative professional with proven managerial and leadership experience, as well as strong interpersonal and customer service skills.

The ideal professional background and qualifications for the Chief of Police position include:

- Will have a minimum of 10 years of progressively responsible sworn law enforcement experience.
- Will have supervisory and leadership experience in a comparable law enforcement agency, with 5 or more years at the Commander level or higher. Experience at the Deputy Chief level or higher is preferred.
- Must have an outgoing personality and be approachable and accessible to residents, business and governmental leaders.
- Candidates must be committed to training, professional development and community engagement, as well as embracing the benefits and techniques of community policing.
- Will have labor relations experience.
- Will be knowledgeable, experienced and adept at media relations.
- Must be experienced and supportive of the use of social media as an opportunity to engage Police Department stakeholders and promote the mission and goals of the Department.
- Should have a history of intergovernmental cooperation and relationship building.
- Should have experience interacting and collaborating with other law enforcement agencies and mutual aid groups.
- Must be knowledgeable of current best practices and policies in policing.
- Is expected to be 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, understanding the needs of the Village as a whole and of the region's public safety community.
- Is expected to have excellent financial management skills, knowledge of capital planning and organizational management and a clear understanding of resource and budgetary limitations while avoiding micromanagement.
- Will possess well-developed writing and public speaking skills.
- Will have an excellent reputation and demonstrate a high level of integrity.

Successful candidates will possess a Bachelor's Degree in Criminal Justice, Public or Business Administration, or related fields, or an equivalent combination of education and experience to successfully perform the essential duties of the position. A Master's Degree is strongly preferred. Advanced leadership training such as the F.B.I. National Academy, Northwestern University's School of Police Staff and Command, Northwestern University's Executive Management Program, Southern Police Institute, Senior Management Institute for Police or similar programs is highly desirable. Illinois Law Enforcement Training and Standards Board Certified or able to be certified within 6 months of hire.

Compensation and Benefits

The starting salary range is \$145,000 - \$175,000 DOQ, as well as a comprehensive benefit package which includes health insurance providing medical, dental, and vision coverage (also available to dependents), life insurance, flexible spending account and voluntary participation in a deferred compensation program. The Village also offers paid vacation, holidays and sick days.

Selection Process

Candidates should apply immediately online with a resume, cover letter and contact information for five (5) professional references. Document submission deadlines is June 20, 2019. Electronic submissions are required.

[Click HERE to Apply!](#)

For Questions Contact:

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