

**CITY OF SOUTHFIELD**  
**JOB OPPORTUNITY ANNOUNCEMENT**

*The City of Southfield is currently recruiting for the following Management Group appointment.*

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**JOB TITLE:** Chief of Police

**SALARY RANGE:** Management Pay Range S: \$91,229 - \$123,433; plus comprehensive benefits  
Starting salary dependent upon qualifications

**REPRESENTATIVE JOB DUTIES:**

This appointed position provides leadership and direction to sworn officers, civilian support and dispatch personnel.; plan, organize, direct and coordinate departmental activities; serve as a member of the City Administrator's executive management team; determine major departmental policies; manage the strategic planning process in keeping with the goals of the City Council and Mayor; resolve difficult administrative problems; manage the departmental budget; and keep abreast of new developments in the field. The incumbent is responsible for fulfilling the duties and responsibilities as prescribed by state law and City of Southfield charter.

**IDEAL CANDIDATE PROFILE:**

Bachelor's degree in a related field or equivalent; Master's degree preferred. Graduation from the FBI National Academy and/or a School of Police Staff and Command from an accredited university is highly desirable. The selected candidate will possess at least 10 years of police supervisory experience, with at least 5 years in a position involving full command responsibility (e.g., command of a department, shift, or division). Administrative expertise is necessary to plan, organize, direct, delegate, and evaluate department activities, as well as serving as a member of the City's Management team

We seek the following qualities: thorough knowledge of modern law enforcement best practice administration and management/leadership, including crime prevention and community policing concepts; the highest standards of integrity and professionalism; excellent written and verbal communication and presentation skills; proven ability working in a complex municipal environment; a history of conducting business in an open and transparent manner; demonstrated support of diversity; multi-cultural awareness and sensitivity; skilled in developing and implementing service improvements; experience in dealing with and resolving labor-management (union) issues; commitment to staff development and training; and the ability to work cooperatively with other law enforcement agencies. Knowledge of principles and practices of public administration including short- and long-range program planning and implementation, budget preparation and administration, leadership and motivational strategies, and program evaluation.

Position requires a valid driver's license, a good driving record, and Michigan Commission on Law Enforcement Standards (MCOLES) certification. Ability to perform the essential functions of the job with or without accommodation.

This is an unclassified, at will position within the Management Group, appointed by the City Administrator and confirmed by City Council. Please submit a completed City of Southfield application package, as well as your resume and salary requirements, to the City of Southfield's Human Resources Department. The posting will remain open until the position is filled. However, the first review of applications will include those application packages received by **October 12, 2018**. Only those candidates who most closely meet our selection requirements will be invited to continue in the application process, at the sole discretion of the City of Southfield. Application packages may be downloaded from the City of Southfield's website at [www.cityofsouthfield.com](http://www.cityofsouthfield.com). If you require further information, please contact the Human Resources Director, Lauri Siskind at (248) 796-4700 or [lsiskind@cityofsouthfield.com](mailto:lsiskind@cityofsouthfield.com). Packages may be submitted via email to [PoliceChief2018@cityofsouthfield.com](mailto:PoliceChief2018@cityofsouthfield.com), (**PLEASE NOTE THIS NEW SUBMISSION MAILBOX**) or to:

City of Southfield Human Resources Department  
26000 Evergreen Road  
P.O. Box 2055  
Southfield, Michigan 48037-2055

**If you submitted documents prior to September 21, 2018, please re-submit to the mailbox above. The original mailbox had technical issues, and we did not receive your submission.**

This announcement is only a summary of the position, its duties, job requirements and compensation. Further information is available from the Human Resources Department. The City of Southfield does not discriminate in its employment or any other programs or activities on the basis, of sex, race, color, age, height, weight, marital status, national origin, religion, arrest record, physical or mental disability, family status, sexual orientation, gender identity or any other protected category. We provide reasonable accommodation for qualified individuals with a disability if requested.

**AN EQUAL OPPORTUNITY EMPLOYER M/F/V/H A DRUG-FREE WORKPLACE**

September 21, 2018



Individuals with special needs who may require assistance with the application process should contact the Human Resources Department at (248) 796-4700 (voice) or [hrsupport@cityofsouthfield.com](mailto:hrsupport@cityofsouthfield.com) if auxiliary aids or services are needed. Reasonable advance notice is required.