

KENSINGTON, CALIFORNIA

Invites your interest for the position of



POLICE CHIEF

\$ 10,249.32 to \$11,299.88
per month

THE COMMUNITY & DISTRICT

Kensington is an unincorporated community with a population of about 5,075 bordered by Berkeley to the south, El Cerrito to the north, and Tilden Park to the east. Kensington has two special districts; the Kensington Police Protection and Community Services District (KPPCSD), and the Kensington Fire Protection District (KFPD), which contracts with the City of El Cerrito to provide fire protection service.

The KPPCSD is a community service district created in 1946 as the Kensington Police Protection District and added responsibilities through the years. Pursuant to the law, the KPPCSD provides three basic services including: 1) police protection and law enforcement services; 2) solid waste handling services; and 3) acquisition, construction, improvement, maintenance, and operation of recreation facilities, with the principal service being police services. The KPPCSD is governed by a five-member board and has a General Manager who is appointed by the Board.

THE DEPARTMENT

In 1948, the department had two full-time officers, one part-time officer, and a Chief of Police (COP). By the early 1980's, the department had 10 full-time officers including a COP. Currently, the KPPCSD has 10 officers including the Police Chief and also maintains a group of reserve officers.

In addition to the general management of the police department, the Police Chief is responsible for direct supervision, evaluation, motivation of all police department personnel.

The District is considering contract options, including all or portions of police services, and a Request For Proposal has been prepared and distributed to local jurisdictions. The decision on contracting options will be determined by the Board of Directors. Additional background reports and consultant studies are available on the District website.

THE IDEAL CANDIDATE

The District is seeking a forward-thinking and visionary individual for their new Police Chief. The ideal candidate will possess substantial management experience and be a strong leader for the Department. He or she will be an individual who demonstrates unquestioned integrity, honesty, fairness, and professional ethics.

The new Chief will be realistic and maintain the big-picture perspective while being able to effectively manage issues within the department. The ideal candidate will be team-oriented and will facilitate communication between Police and community. He or she will be a progressive, proactive leader that is visible and responsive to the community's needs.

The ideal candidate must have a strong background in community policing principles and implementation and have the ability to establish a modern vision of policing services. The Chief must be capable of working with staff to establish clear expectations of professional police behavior, including the implementation of goals and procedures related to departmental work

standards. He/she must build an atmosphere of trust and bring stability to a Department that has experienced recruiting difficulties. Additionally, the Chief must be able to demonstrate a wide range of police experience, with an ability to understand and relate to employees at all levels and areas of the Department; and also prepare strategic plans to meet current and long-range needs.

DESIRED QUALIFICATIONS

The incoming Chief will uphold a high level of discipline and morale, but at the same time will be approachable and maintain an open-door policy with all staff. The ideal candidate will be a mentor to the staff and have a successful track record of leadership, team building, and conflict resolution. The new Chief will be realistic and maintain the big-picture perspective while being able to effectively manage issues within the departments.

Education and Experience: Any combination of experience and training that would provide the required knowledge, skills, and abilities would be qualifying. A typical way to obtain the knowledge, skills, and abilities would be:

Education: Equivalent to graduation from a four-year college or university with major course work in criminology, law enforcement, social or police science, public administration or a field related to the work.

Experience: Four years of command or supervisory experience in the police service equivalent to the level of Lieutenant or Captain.

License: Must possess a valid California class C driver's license and have a satisfactory driving record. Must possess P.O.S.T. certificates through the advanced level. Must possess or obtain and maintain first aid and CPR certificates.

COMPENSATION

The salary range for the Police Chief is \$ 10,249.32 to \$11,299.88 per month and is dependent upon qualifications. The District also offers a comprehensive

benefits package that includes the typical retirement (3@50), health coverage, vacation, leave, etc. available in most urban departments in the Bay Area.

TO APPLY

If you are interested in this outstanding opportunity, please submit your resume, a cover letter, and responses to the attached supplemental questions to:

Police Chief Recruitment

c/o Anthony Constantouros, General Manager

Kensington Police Protections and Community Service District

217 Arlington Avenue,

Kensington, California 94707-4141

Resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews. A select group of candidates will be asked to provide references once it is anticipated that they may be finalists. References will be contacted only following candidate approval. If you have any questions, please do not hesitate to email Mr. Anthony Constantouros : tconstantouros@kppcsd.com or call 510-526-1178.

Filing Deadline: Open until filled.

NOTE: This announcement is not an implied contract nor comprehensive description and is subject to change.

Kensington Police Chief

SUPPLEMENTAL QUESTIONS

PLEASE LIMIT RESPONSES TO NO MORE THAN ½ SINGLE SPACED PAGE PER QUESTION.

1. Explain your view on contracting police services, the pros and cons, and the criteria that should be evaluated before making a decision.
2. How can a successful recruitment program for Police Officer be developed and implemented in a small agency located in an urban area?
3. How would an effective training program be developed that would meet both the needs of the District and the individual police officers?
4. If selected, what would you seek to accomplish in your first six months?
First year?
5. What areas are you least prepared to be the Kensington Police Chief? How would you address these issues?
6. Give at least one example where your leadership skills diffused a complex internal organizational issue and inspired the organization to a higher performance level.