CHIEF OF POLICE
$145,000 - $183,000
Plus Excellent Benefits

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KRW Associates, LLC
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Deadline
March 29, 2018
THE COMMUNITY
Home to University of Colorado’s flagship campus, Boulder is a recreational magnet and one of America’s healthiest, happiest cities.

Boulder boasts more than 30 galleries, 130 studios, four local museums and 32 theaters. Residents come together for numerous festivals throughout the year, including CU Boulder’s own Colorado Shakespeare Festival, the Colorado Music Festival, the Chautauqua Summer Festival, the Boulder Creek Festival, the Pearl Street Farmer’s Market, Boulder Arts Week and much more.

Each Memorial Day, more than 50,000 runners, joggers, walkers and wheelchair racers take to the streets for the annual Bolder Boulder 10K, the third largest road race in the U.S and the seventh largest in the world. A tradition since 1979, the event culminates at CU Boulder’s Folsom Field.

Thanks to vast networks of bike paths, cycling thrives in Boulder. Under the shadow of the Flatirons Mountain Range, over 145 miles of world-class hiking trails are open year-round to explore Colorado’s natural beauty.

www.colorado.edu/hr/boulder-and-beyond/boulder

THE ORGANIZATION
CU-Boulder is a dynamic community of scholars and learners situated on one of the most spectacular college campuses in the country. As one of 34 U.S. public institutions belonging to the prestigious Association of American Universities (AAU), CU-Boulder has a proud tradition of academic excellence, with five Nobel laureates and more than 50 members of prestigious academic academies. CU Boulder employs more than 7,200 people, with more than 1,100 tenure and tenure track faculty. Our fall 2017 headcount was 33,246 students. 27,665 are undergraduates, and 5581 are graduate students. On campus, there are more than 300 student clubs and organizations and close to 40 fraternities and sororities. Freshmen must live on campus. 29 percent of the students live in college-owned, operated or affiliated housing and 71 percent of students live off campus.

The Colorado Buffaloes compete in the NCAA Division I Pac-12 Conference. The student athletes, called Buffs for short, are supported by two buffalo mascots: a costumed student called Chip and a live animal named Ralphie V. Spectators and participants can enjoy football, men's and women's basketball, cross country, golf, skiing (alpine and Nordic) and indoor and outdoor track and field, as well as women's lacrosse, soccer, tennis and volleyball. https://www.cu.edu/cu-careers/cu-boulder

THE POSITION
The Chief of Police manages a full service police department for the University. The Chief of Police is responsible for overseeing sworn police officers who provide the full range of police services to the University community, including patrol, investigative, crime prevention, 24/7 communications center, and community service functions. The Chief is responsible for promoting a safe and secure educational and work environment for the University community through the communication and enforcement of University policies, federal, state, and local laws.
The Chief of Police has managerial, administrative, and fiscal responsibility for the CU Boulder Police Department. Other responsibilities include the management of patrol services, communications and information services for the department, facilities and residential security, investigations, victim assistance, crime prevention programs, emergency and disaster preparedness, responses to hostile threats, training, and the professional development of department personnel. The Chief of Police is responsible for the development and implementation of policies and procedures relating to campus safety; ensuring compliance with all reporting requirements; collaborating with faculty, staff and students to provide educational programs and public safety services; and serving as liaison with federal, state and local law enforcement agencies.

**Competencies and Personal Characteristics:**

- Experience and demonstrated knowledge of emergency management and dealing with and managing emergency situations in a community or university environment.
- A strong leader with unquestioned integrity, exhibiting personal and organizational accountability.
- Excellence in external and internal communication with the ability to listen, instill understanding, and build trust.
- Innovative and collaborative leader, skilled in building partnerships with allied agencies, university and community stakeholders to problem solve and pursue solutions.
- Demonstrates a solid record of building community and/or university partnerships, and shows past performance as an active, collaborative member of a university/or community management team striving to address the increasing needs of a vibrant community.
- A genuine commitment to leading an open and transparent police department, which promotes the good work of the CU Boulder Police Department, while accepting responsibility for all police actions and identifying ways to continually improve.
- Effective mentoring, team building and leadership skills.
- Political acumen—ability to effectively maneuver complex political situations.
- Experience and demonstrated success building strong relationships of trust, mutual understanding, and accountability with the University Executive Team, Police Command Staff, employees of the Department, members of the community, and regional partners.
- Knowledge of federal rules and regulations and how they relate to the operations of a University Police Department.
- Exceptional organizational and management skills.
- Knowledge and experience in budget preparation and fiscal management.
- Ability to utilize extensive leadership experience to build on an existing level of excellence in the Police Department.

**THE DEPARTMENT**

The members of the University of Colorado Boulder Police Department (CUPD) are dedicated to providing the highest quality police services in order to enhance community safety, protect life and property, and reduce crime and the fear of crime. To do this, we pledge to develop a partnership with the community, to lead a community commitment to resolve problems, and to improve the safety and quality of life for all CU affiliates. The CUPD is a full-service police agency with 46 sworn and 36 non-sworn employees providing community-based public safety services to a diverse community of 36,000 affiliates 24 hours a day, seven days a week, all year long. Every year the department responds to approximately 20,000 calls for service and ensures the safety and security for all of their PAC-12 Conference athletic events with attendance at football games exceeding 50,000 fans.

Patrolling the campus by foot, bicycle, motorcycle, and vehicle, the CU-Boulder police work diligently with the University community and surrounding agencies to ensure a prompt and coordinated law enforcement response.
EDUCATION AND EXPERIENCE

MINIMUM QUALIFICATIONS:

- Baccalaureate degree in criminal justice, law enforcement, public administration, business administration or related area and a minimum of 10 years of P.O.S.T certified peace officer experience and currently holds a commander level rank or higher.
- Possession of, or ability to obtain within one year from date of hire, a valid Colorado P.O.S.T. certification. [www.coloradopost.gov](http://www.coloradopost.gov)
- A valid Colorado driver license or the ability to obtain a Colorado driver license.
- Final applicants for this position are subject to reference checks, a psychological exam, a polygraph, criminal history, motor vehicle and financial history background checks. This is a security sensitive position.

PREFERRED QUALIFICATIONS:

- A Master’s degree.
- Extensive knowledge of the methods and practices of law enforcement on a university campus, including knowledge of criminal laws, rules of evidence and community policing principles.
- Knowledge of Title IX and the Clery Act.
- Executive Law Enforcement Training.

COMPENSATION AND BENEFITS

The hiring range for this position is $145,000 to $183,000 and will be commensurate with skills and experience.

The University of Colorado offers excellent benefits, including medical, dental, retirement, paid time off, tuition benefit and ECO Pass. The University of Colorado Boulder is one of the largest employers in Boulder County and offers an inspiring higher education environment.

TO APPLY

The University is being assisted in this search by KRW Associates, LLC. Applications will be accepted electronically until 5PM (MDT) March 29, 2018 by KRW Associates, LLC, [apply@krw-associates.com](mailto:apply@krw-associates.com) and must include a cover letter, resume (with salary history), and 6 professional references.

Questions should be directed to Dr. Jerry Williams, KRW Managing Partner: [info@krw-associates.com](mailto:info@krw-associates.com) or 303-726-6220 or Susan Eaton, KRW Senior Associate: [info@krw-associates.com](mailto:info@krw-associates.com) or 303-377-9675.

*The University of Colorado is an equal opportunity employer.*