



## **Job Advertisement: Police Chief - Town of Mount Desert**

**Application Deadline: September 30, 2023**

The Town of Mount Desert is actively seeking a dedicated and experienced Police Chief to lead our Police Department in ensuring the safety and well-being of our community members and visitors. This unique opportunity involves collaborative efforts with the neighboring Town of Bar Harbor to provide comprehensive police-related services.

### **Nature of Work:**

As the Police Chief, you will play a crucial role in preventing and suppressing crime, maintaining public safety, and overseeing law enforcement activities within the Town of Mount Desert. This includes managing the Police Department, Communications/Dispatch, and various law enforcement responsibilities related to Harbor Master, Deputy Harbor Master, Shellfish Warden, and Animal Control Officer functions. Reporting directly to the Town Manager, you will operate in accordance with federal, state, and local laws while ensuring effective communication with stakeholders.

### **Shared Agreement:**

This role involves providing shared Police Chief services as defined in the agreements between the Town of Mount Desert and the Town of Bar Harbor. Collaboration and coordination with Bar Harbor are essential for ensuring comprehensive police services and promoting a safer community.

### **Essential Duties and Responsibilities:**

- Develop, implement, and adjust departmental policies, regulations, and priorities.
- Oversee and evaluate department activities, making necessary modifications as conditions evolve.
- Manage personnel within the Police Department and Communications/Dispatch, including hiring, discipline, and performance assessment.
- Ensure public safety through law enforcement, crime prevention, evidence handling, and property recovery.
- Supervise communication center operations, equipment evaluation, and cooperation with relevant agencies.
- Prepare budgets, including capital improvement plans, and maintain accurate records.
- Effectively communicate with Town Manager, boards, committees, residents, and other stakeholders.

- Lead employee recruitment, training, and performance assessments.
- Ensure compliance with federal, state, and municipal laws and regulations.
- Provide leadership in shared Police Chief services with Bar Harbor.
- Perform additional assigned duties as required.

**Minimum Training and Experience Requirements:**

- Deep understanding of modern law enforcement principles, procedures, and techniques.
- Proficiency in computer usage and software applications.
- Strong leadership and relationship-building skills.
- Excellent written, verbal, and listening communication abilities.
- Sound judgment and decision-making skills.
- Relevant education (college/university degree in police science, criminal justice, etc.) or equivalent experience.
- Minimum of 10 years of police work, with at least 3 years in a leadership role.
- Completion of basic law enforcement training at the Maine Criminal Justice Academy or Executive Certificate.
- Demonstrated leadership abilities and strong moral character.
- Valid Maine driver's license, U.S. citizenship, and English proficiency.
- Physical fitness for police officer duties.

**Tools and Equipment Used:**

Police car, radio, personal computers, recording equipment, firearms, handcuffs, breath testing equipment, and more.

**Physical Demands:**

The role requires sitting, standing, walking, tool usage, and occasional lifting of over 100 pounds. Adaptability to changing physical demands is necessary.

**Work Environment:**

Work may occur outdoors, near machinery, hazardous materials, extreme temperatures, and noise. Accommodations can be made for disabilities.

**Application Process:**

To express your interest in this position, please complete the Town's official application form located at <https://www.mtdesert.org/town-clerk/pages/employment-opportunities>, and submit it along with your resume and cover letter. You can send your application package via email to [manager@mtdesert.org](mailto:manager@mtdesert.org) or drop it off at the Town Office located at 21 Sea St, Northeast Harbor, ME 04662.

For inquiries, please contact Zach Harris at 207-288-1787 or [zharris@barharbormaine.gov](mailto:zharris@barharbormaine.gov). Join us in shaping a safer community for all.

The Town of Mount Desert is an equal opportunity employer.