



CITY OF
Vancouver
WASHINGTON

**POLICE
CHIEF**



 **BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

With a population of over 195,000 residents, Vancouver, Washington sits on the north bank of the Columbia River directly across from Portland, Oregon. The Pacific Coast is less than 90 miles to the west and the Cascade Mountain Range rises on the east. Mount St. Helens National Volcanic Monument and Mt. Hood are less than two hours away while the spectacular Columbia River Gorge National Scenic Area lies 30 minutes to the east. The Fort Vancouver national Historic Reserve, a national park, is adjacent to downtown and honors the rich history and heritage of Vancouver. Vancouver combines the excitement of a major metropolitan area with a welcoming atmosphere and abundant recreational opportunities.

Vancouver enjoys mild weather with less average annual rainfall than cities like Boston, Washington D.C., or Atlanta. Its seasons are distinct and Summer temperatures generally climb into the 80s while Winter nights rarely fall below 30 degrees. This moderate climate creates lush forests and abundant foliage. The Columbia River is a central feature of the local environment as it connects and sustains the community. The river provides fantastic recreational opportunities and helps nurture wildlife, evergreen forests, agriculture, neighborhoods, and businesses.

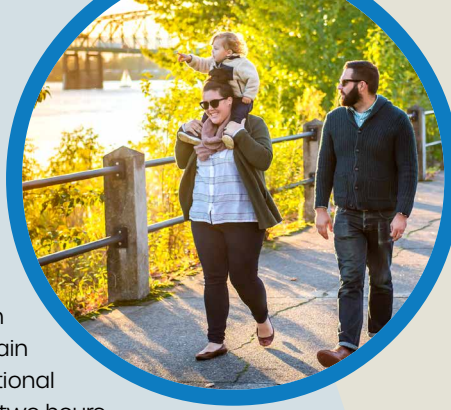
The City of Vancouver is in a period of significant growth and urbanization, adding more than 30,000 residents in the last 10 years, and has a current development pipeline that could add as many as 30,000 more residents in the next 6-10 years. There are multiple urban center developments planned or underway across the City, such as The Waterfront Vancouver, a 32-acre, high density, mixed use urban development anchored by the signature 7.3-acre Vancouver Waterfront Park; the 63 acre City-led Heights District redevelopment project, the 172 acre mixed use Vancouver Innovation Center, and the 200+ acre Riverview Gateway District, which includes the HQ redevelopment and Columbia Palisades mixed use centers.

Collectively, these developments will contribute more than 10,000 new jobs in the coming years and continue to cement Vancouver's emerging identity as a leading community in the greater metropolitan area. Other economic drivers in the community include common industries such as healthcare and education (with Washington State University - Vancouver and Clark College campuses) as well as headquarters and traded sector businesses such as Banfield Pet Hospital headquarters, Hewlett Packard research campus, ZoomInfo, Papa Murphy's Pizza, Nautilus, and significant silicon technology and biotech industry clusters.

THE ORGANIZATION

The City of Vancouver is managed by a Council/Manager form of government. The Council has seven members, including a Mayor, elected by the City at large. The Mayor and Councilmembers each serve four-year terms and set policy that is implemented by the City Manager.

There are eleven departments within the City organization led by the City Manager's Office: Police, Fire, City Attorney's Office, Finance & Management Services, Public Works, Community Development, Economic & Housing Development, Communications,



Human Resources & Risk, Information Technology, and Parks, Recreation & Cultural Services. Police, Fire, Finance, Law and Public Works report directly to the City Manager, while Human Resources & Risk, Information Technology, Communications, Community Development, Economic & Housing Development, and Parks, Recreation & Cultural Services directors, as well as Emergency Management report to two Deputy City Managers.

As the largest city in southwest Washington and the second largest in the greater metropolitan area, Vancouver is a leader among agencies, seeking opportunities for partnership and influence across the region. The City is committed to efficiency, effectiveness, and continuous improvement in delivering outcomes to the community. In addition, the City is invested in cultivating a lean culture and has started the process of building capacity through ongoing Lean/Six Sigma training for employees across all departments as well as establishing a performance management framework. The City is also committed to well-managed and stable financial operations that include developing and implementing financial policies and practices that position the City for ongoing and long-term success. The City organization has 1,208 employees and a \$1.4 B biannual budget. The Police Department operates on a General Fund budget of approximately \$68.5M with 297.5 authorized FTE, including 234 authorized commissioned positions.

THE POSITION

The incoming Police Chief is an exceptional leader who fosters a culture of professionalism, integrity, innovation, transparency and inclusiveness in the Vancouver Police Department. Practicing strategic leadership, the Chief guides the department following the City's strategic vision, collaborates with other City departments and agencies to advance the goal of public safety and public safety initiatives in alignment with the City Council policy expectations and City Manager direction. The incumbent ensures strategic perspectives are able to translate to day-to-day actions; models leadership behaviors and instills confidence in stakeholders and employees regarding



the direction of the department and ensuring the department is prepared to meet the needs of the community in the future. The new Chief will also be an effective visionary that is able to champion strengths and weaknesses of the department and embrace new challenges.

Duties may include, but are not limited to, the following:

- Lead the department using various leadership techniques to guide the department using strategic thinking and plans, as well as oversee execution of day-to-day operations.
- Assure aligned, consistent and reliable execution of vision from the office of the chief through the chain of command.
- Identify and recommend to the City Manager priorities for the department's budget and effectively manage approved budget resources; where appropriate identify and pursue additional resource in support of the department.
- Participate as a member of the Management Leadership Team and advise the City Manager on issues of city-wide importance.
- Evaluate the department and ensure it is positioned to respond to and handle a wide range of law enforcement responsibilities such as patrol, investigations, security, and other emergency situations. Serve as the primary point of contact within the law enforcement community in the region.
- Collaborate with other city and mutual aid agencies to address and solve problems affecting the community.
- Work effectively with the Police Chief's Diversity Advisory Team (CDAT) and continue the strong connection between VPD and the local community with all its ethnic and religious diversity.
- Work closely with the City Manager by providing information and up-to-date reports on departmental activity.
- Lead the development of long-range strategic plans for the department, including resource needs, outcome metrics and improvement approaches.
- Understand and apply HR policies and procedures to evaluate and effectively address the disciplinary and grievance process, as well as labor relations.
- Identify and build a strong leadership team that will interact with officers and supervisors. Set the agenda and direction for command staff team as well as the department as a whole, leveraging the most effective aspects of the department while also identifying opportunities for change.

THE IDEAL CANDIDATE

The City is seeking an open, honest, and transparent law enforcement professional who can lead the Vancouver Police Department. The ideal candidate will be a champion of integrity and ethics for the Department, promoting openness and active community engagement at all levels of the organization. The ability to lead by example and instill a high degree of accountability while treating employees



and community members with dignity and respect will be essential to success. The Police Department enjoys the support from the community, City Council, and the City Manager.

The City is looking for a relationship builder that can develop trust within the Department, with City staff, and within all aspects of the community. The new Chief will commit to equity and inclusion and will also demonstrate respect and sensitivity toward the swiftly increasing cultural and ethnic diversity of the greater community. Applicants that understand the culture of the City of Vancouver and the region and have experience in community-based crime reduction will have a good chance of being successful in this process. Successful candidates will also know the goals of the City Council, as well as have a progressive mindset for the changes occurring in the profession. A role-model that will lead the Department with transparency and set the tone of engagement with the community in non-enforcement situations is sought.

Candidates with experience in the communities of color, LGBTQ+ and low income that understand and recognize the need to learn from those communities and how best to protect them, are encouraged to apply. Successful candidates will have excellent oral and written communication skills and a collaborative, problem-solving approach. As a highly visible representative of the City, the incoming Police Chief should expect to interact with community members and local and regional elected officials on a regular basis. This position will require a service-minded individual with the ability to connect with people at all levels and with political acumen.

Essential to success in this position will be the Chief's capacity to understand and value the needs of the community, and to lead the department in compassionately meeting those needs. A confident individual that is humble and who knows how to admit their shortcomings is sought. That will include listening to understand community needs and accepting



constructive criticism. Experience in the areas of Restorative Justice, 21st Century Policing, and Community Policing will be vital to that success. The incoming Chief will have the conviction and courage to proactively address challenges and make difficult decisions, while also standing up for what is in the best interest of the Department and the Vancouver community.

Candidates must possess the mental and physical stamina to effectively lead and perform at a high level for sustained periods, recover quickly after experiencing a setback and model positive emotional and physical self-care.

The new Chief will create opportunities for sworn and professional staff to grow through career development and training. A candidate that has dealt successfully with recruitment and retention issues will be valued. The City desires a hands-on Chief who is an effective administrator and manager with the presence to inspire the confidence and trust of the Police Department's officers and staff, City officials, and community members. Law enforcement professionals that have labor negotiations experience, and a track record of working successfully with labor groups, are encouraged to apply.

The ideal candidate will serve as a resource to colleagues from other City departments across the region and will view other internal departments as a mutually supportive resource. Experience in the development of body worn camera and vehicle camera programs will benefit applicants as the Department will be beginning those programs in the near future. Applicants that have experience of reform in their current agencies, and can articulate that reform during this process, are being sought.

Candidates are expected to have thorough knowledge of the principles and practices of law enforcement administration, organization, and operation; thorough knowledge of pertinent local, State, and Federal laws, rules, and regulations; knowledge and understanding of all aspects of a sworn law enforcement; and contribute effectively to the accomplishments of City goals, objectives, and activities.

QUALIFICATIONS

Competitive candidates will possess a bachelor's degree in criminal justice, psychology, business, or other related fields, or have an equivalent combination of education/training and experience to be successful in the position. Candidates must have Washington State certification as a Police Officer or be able to obtain such certification within one year of hire. A relevant master's degree is preferred. The successful candidate will have demonstrated progressive supervisory/management experience with a broad range of operational experience including at least five (5) years of executive leadership experience in law enforcement in a similar sized organization; three (3) years of experience as a Police Chief in a similar sized jurisdiction is preferred. Experience working within a strong union environment; managing/monitoring various management functions such as HR, legal, discipline, hiring, budget, and working within a City Manager/Council form of government is a critical must for the successful candidate. Attendance at executive level training such as SFA, Senior Management Institute for Police, or the FBI National Academy is preferred.

THE COMPENSATION

The salary range for the Police Chief will be \$178,116 - \$231,624 and the starting salary will be dependent upon qualifications and experience. The City also offers an attractive benefits package that includes:

- Medical, Vision, Prescription, and Dental Insurance.
- Personal Time Off and Paid Holidays.
- Washington State PERS Retirement System (stable and well-funded).
- Deferred Compensation (457 Plan) and 401 Plan with 1% City match.
- Other benefits such as life and disability insurance.

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

**Filing Deadline:
April 15, 2022**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Vancouver. Candidates will be advised of the status of the recruitment following selection of the Police Chief.

If you have any questions, please do not hesitate to contact Mr. Joel Bryden at:

(916) 784-9080

