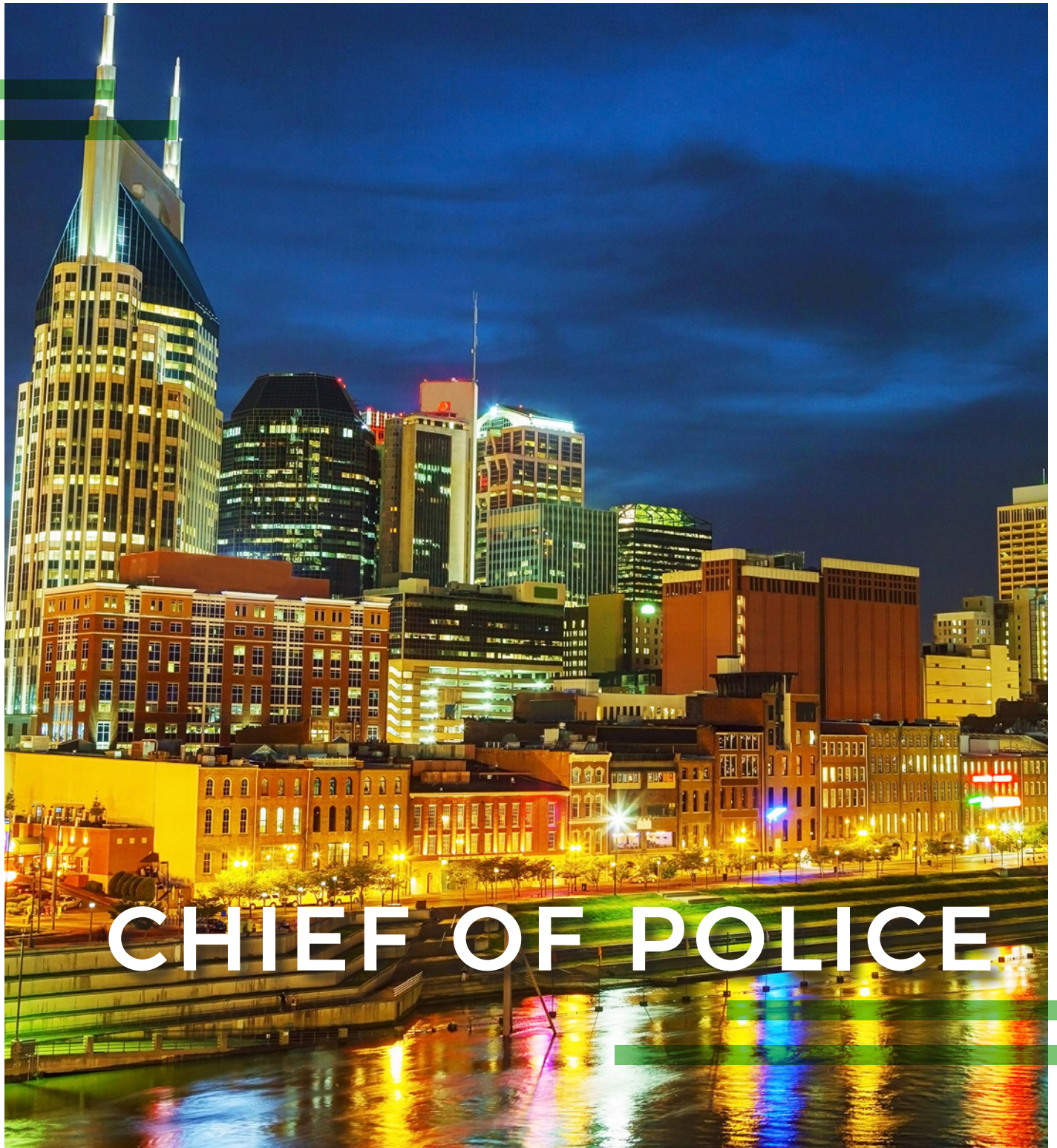


A NATIONAL SEARCH

is underway for a
new Chief of Police

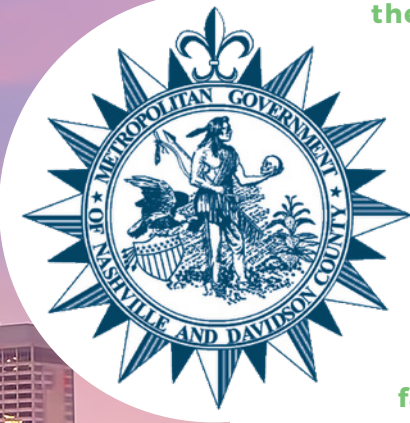


**Metropolitan Government of Nashville
& Davidson County**



01. AN INCREDIBLE OPPORTUNITY

NASHVILLE, TENNESSEE



NASHVILLE IS THE CAPITAL AND MOST POPULOUS CITY IN THE STATE OF TENNESSEE and the 22nd most populous city in the United States, with 690,000 residents. Nashville's vibrant economy, its rich cultural life, its friendly residents and appealing neighborhoods, and a willingness to come together to invest in the city's future have made Nashville one of the nation's fastest growing cities and a major tourist destination, one that attracted 16 million visitors last year.

Nashville has a police department of 1859 employees, 1,511 authorized officers and 348 authorized civilians, and an annual budget of \$218 million. The department operates eight precincts and covers an area of 526 square miles. It is directed by a Chief of Police, a civil service position. The previous Chief of Police served for nearly 10 years before his retirement in August. He and his predecessors made the Metro Nashville Police Department (MNPd) into a department with a strong reputation among police professionals, as reflected by its CALEA Gold Standard certification. Command staff from the department are afforded ample opportunities for professional development. The department has presented at national conferences on such topics as neighborhood engagement and "collective efficacy" and on its employee assistance programs. Yet like other police departments, MNPd also faces challenges. Community-wide polls show



than 130 countries are educated in Nashville Public Schools.

As the capital of Tennessee, Nashville is the center of state government. It is home to three professional sports teams, a large health care industry, and an educational center, with more than 20 colleges and universities. Major employers include Vanderbilt University Medical Center; Bridgestone North America; HCA Healthcare, Asurion, and Amazon, which just hired its 1,000th employee into a new downtown innovation headquarters that will ultimately employ 5,000 workers.

Like any major city, Nashville/ Davidson County has challenges. Many residents have not benefited from the recent growth. Lack of access to economic opportunity and affordable housing are urgent issues, as are issues such as homelessness, disparities in access to health care and health outcomes, gun violence, and trust in government.

However, unlike many major cities, Nashville/Davidson County (known as Metro) is a consolidated government that merges city and county functions, the first of its kind in the United States. Consolidated government has allowed for multi-departmental responses to Nashville's challenges and supported a robust partnership with engaged private and nonprofit sectors.



high levels of support for MNPD, but recent events involving officers both locally and nationally have created tensions with minority communities. Interactions between the department and a newly created Community Oversight Board have at times been strained. The department has also struggled to fill authorized positions and currently has 68 officer vacancies.

Nashville is a city that cherishes its past and is optimistic about its future. Residents and visitors love its restaurants and its "honky tonks," its neighborhoods, its parks, and its cultural institutions. Nashville, best known as Music City, creates music of all genres. With over 180 live music venues, including fabled venues such as the Ryman Auditorium and Opryland, Nashville attracts songwriters, musicians, and creative professionals, from country stars to rock and Gospel legends. These attributes have attracted new residents from across the country in recent years. It is a diverse and international city, that includes a large and well-established African American community as well as significant Latino, Kurdish, Middle Eastern, African, and Asian communities. Students from more



GOVERNING STRUCTURE

Metro Nashville has a “strong-mayor” form of government, in which the elected mayor is the city’s chief executive and is independent of the Council.

Both the Mayor and Council are elected on a nonpartisan basis. Within this framework, operations are conducted by executive departments (reporting to the Mayor), independent elected officials (including the elected Board of Education), and appointed boards, commissions, and agencies.

The variety of elected officials, boards, and commissions facilitate citizen involvement in the government’s operations, including a Community Oversight Board (COB). The COB has the authority to investigate allegations of police misconduct, as well as issue policy advisory and resolution reports.



THE POSITION 03.



The Chief of Police serves as the administrator in planning, directing, and managing the law enforcement program and activities of the Metropolitan Nashville Police Department (MNPD).

The Chief of Police is charged with ensuring the highest possible degree of protective service, law enforcement, and crime prevention for citizens of Davidson County. This is a civil service position with hiring authority vested with the Mayor.

TYPICAL DUTIES

- The next Police Chief will be a strategic, results-oriented leader that is ready to hit the ground running. The ideal Directs administration, planning, and organization of the Metropolitan Police Department.
- Oversees the annual preparation and administration of the budget.
- Evaluates services of the department to determine level of service and problem areas where resources may be better utilized.
- Establishes long- and short-range goals and objectives for the department that include continuously improving, innovating, and implementing evidence-based public safety strategies.
- Develops and regularly reviews rules, regulations, policies, and procedures by which to govern operations of the Police Department.
- Analyzes operational and service demands and develops plans and strategies for meeting those needs.
- Confers with citizens and city officials on law enforcement problems and engages with community members to enhance partnerships, promote trust, and engage in collaborative problem-solving.
- Makes decisions relative to emergency conditions not governed by established policies and regulations.
- Prepares or directs the preparation of administrative and special reports.
- Prepares and transmits communications, instructions, and policies to subordinates.
- Oversees disciplinary hearings and enforces discipline when necessary.
- Maintains control over the appointment, stationing, promotion and transfer of all members of the department.
- Oversees professional development and training of all members of MNPD
- Travels and attends meetings at various times and locations as required.



04. IDEAL CANDIDATE

The ideal candidate will possess preferred experience, knowledge, skills, and abilities as follows:

SENIOR MANAGEMENT EXPERIENCE

- Previous experience in senior police management in a large city; strong understanding of performance management for all levels of the organization; skilled at increasing policing effectiveness, including data driven and modern problem-solving; fiscally conservative and able to control expenditures, especially overtime. A history of making significant improvements in a police agency.

A HISTORY OF EFFECTIVE COMMUNITY ENGAGEMENT AND COLLABORATION

- Experience using strategies that promote trust, reflect community values and enhance public safety such as community policing. A proven ability to partner with community groups, businesses and nonprofits, to collaboratively address public safety needs. A demonstrated commitment to transparency and accountability.

PROVEN ABILITY TO DEVELOP AND IMPLEMENT EVIDENCE-BASED STRATEGIES TO INCREASE PUBLIC SAFETY

- Broad knowledge of modern police strategies, training and technologies. Up to date with findings from research and constantly seeking new ideas, strategies, and evaluation of new approaches. Sophisticated about use of crime and intelligence analysis. The experience to establish Nashville as a national model for 21st century policing.

A TRACK RECORD OF WORKING CREATIVELY AND COLLABORATIVELY TO ADDRESS THE NEEDS OF MARGINALIZED AND VULNERABLE POPULATIONS

- Ability to address the concerns and needs of New Americans and other vulnerable communities such as children and youth, undocumented residents, unhoused residents, victims of domestic violence, LGTBQ residents, the elderly, and other groups at high risk of criminal victimization.

STRONG COMMUNICATIONS, SPEAKING, AND LISTENING SKILLS

- Proven ability to communicate with the public and with police department employees. Substantial experience as a public speaker. Ability to paint a picture of potential futures that attracts and inspires police department employees and the broader community.

A RECORD OF PRODUCTIVE EMPLOYEE RELATIONS

- The ability to work well with a



unionized workforce and create a fair culture that values officer and civilian input. Having the ability to positively interface with employees, explaining the basis of decisions; recognizing the importance of procedural justice within the police organization; a history of listening to employees and crafting a vision that they can buy in to.

A DEMONSTRATED COMMITMENT TO OFFICER WELL-BEING

- The ability to promote and support professional development as well as wellness and safety at all levels of the police department. A history of promoting diverse candidates and creating and maintaining a fair and respectful workplace that values diversity, equity, and inclusion throughout the organization. An understanding of diversity that encompasses race, gender, language, sexual orientation, life experience, and other cul-tural backgrounds.

CULTURAL AWARENESS AND SENSITIVITY

- A proven ability to engage with community activists and propose strategies for addressing key concerns such as racial equity. A thorough understanding of the past and commitment to equitable treatment of all citizens and communities and the ability to explain that to members of the police force.

CRISIS AND EMERGENCY MANAGEMENT EXPERIENCE

- Demonstrated understanding of the importance of leadership, decision-making and full transparency when situations arise that create public concern; skilled at overseeing preparations for and responses to natural or civil disasters, major events, and demonstrations and protests; experienced in managing incidents from response to recovery and developing resilience.



05. QUALIFICATIONS.

The following are some of the important personal and professional qualities the City is seeking in the new Chief of Police:

EDUCATION & EXPERIENCE

Bachelor's Degree from an accredited college or university and ten (10) years of experience in Law Enforcement, including three (3) years of upper-level management experience in Law Enforcement.

LICENSES REQUIRED

- P.O.S.T. Commission Certification
- The selected candidate will also be required to successfully complete all Tennessee, Basic Law Enforcement Training requirements within 6 months of hire date.
- Candidates with accreditations earned in a foreign institute are encouraged to apply.

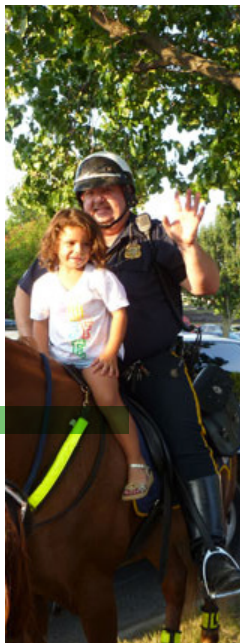
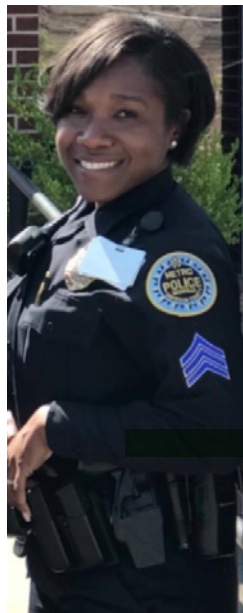
NOTE: Per Metro Ordinance No. SO94-1078. All employees of the Metropolitan Government shall be residents of the State of Tennessee or become residents of the state within six (6) months of employment as a prerequisite to employment with the Metropolitan Government.

07. COMPENSATION

This salary range for this civil service position is \$135,238 - \$270,477 annually, with placement within the range depending on qualifications, salary history and accomplishments. Compensation will be augmented by an excellent benefits package. Click here for [Metro Nashville Core Benefits](#)



TO BE CONSIDERED.



APPLY TODAY!

Applicants must complete an online application at: <http://www.nashville.gov/Human-Resources/Employment-Opportunities.aspx>. Resumes may be attached but **will not** be accepted in lieu of the online application.

Nashville Metro is an equal opportunity employer that values diversity at all levels. All individuals, regardless of personal characteristics, are encouraged to apply.

Requests for ADA accommodation for the recruitment process should be directed to Human Resources at (615) 862-6640

APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.
Gary Peterson (Chief of Police, Ret.), Search Consultant
gary@publicsectorsearch.com
Mobile: (916) 622-5323 | Office: (916) 789-9990

Metro Nashville Government,
Department of Human Resources
Wanda Hadley, Manager of Talent Acquisition and Training
Office: (615) 862-6631

The Metropolitan Nashville and Davidson County Police Department is fully committed to equal employment opportunity for all employees and applicants for employment without regard to race, color, religion, creed, national origin, ancestry, sex, sexual orientation, age, disability, predisposing genetic characteristic, gender identity and expression, pregnancy, veteran or military status, marital/familial/partnership/caregiver status, status as a victim of domestic violence, stalking and/or sex offenses, or any legally protected basis.



Raising the bar for Public Sector Search

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