

# Director of Information Services Fort Collins, Colorado



Salary Hiring Range: \$135,000 to \$145,000 DOQ  
(Salary Full Range: \$92,231 to \$153,718)

Deadline: May 1, 2021

Apply at: <https://www.fcgov.com/jobs/>

## The Opportunity

Fort Collins Police Services is seeking a contemporary professional to serve in a non-sworn (professional staff) capacity; leading and managing FCPS' 911 Center, Records Unit, and Technical Projects Unit. Candidates must have a demonstrated record of leadership founded upon the values of respect, integrity, service, and engagement. Additionally, candidates must have a record of respect for, and development of, diversity in the workplace along with a commitment to proactive, hands-on, participative management along with excellent interpersonal, problem-solving, communication, and financial management skills.

Police Services seeks a person to support the vision of creating the safest community in the nation and a mission of safety and service for all. If you are interested in a partnership to protect and serve our community with professionalism, integrity, and honor, then Fort Collins Police Services is the place for you.

The Director will have a varied professional background to include operations in, and leadership of, critical support functions for direct police operations; this will include demonstrable success working with a diverse community and direct collaboration both within the agency and externally. Viable candidates may include previously sworn personnel or those desiring to transition from a sworn to a professional staff (civilian) position.







## The Position

- Has historically been appointed from within the agency by the Chief of Police to be a member of the Executive Staff (Deputy Chief of Police, Assistant Chiefs, and Director). This announcement opens the process to eligible leaders nationwide.
- Reports to the Chief of Police.
- Serves in the Information Services Division alongside the four sworn divisions which include: Administration, Patrol, Special Operations, and Criminal Investigations.
- Plans and supervises the operational activities and services of Police Information Services (IS), including Communications (FC911), Records, and Technical Projects.
- Participates in the collaborative executive leadership of the agency while having direct responsibility for the overall planning, direction, budget, coordination, discipline, and evaluation of the IS division.
- Represents Police Services at a variety of community meetings and city council meetings.
- Interacts with other city departments to further city-wide goal accomplishment.
- Leads and coordinates groups on a variety of issues within the division, agency, and city.
- Must be able to render credible testimony in judicial and administrative proceedings.
- Must reside within 5 miles of the city limits (following hiring).

## The Community

Located in Northern Colorado, Fort Collins is home to Colorado State University, many technological firms, and an outstanding public-school system. Nestled at the base of the Rocky Mountain foothills, Fort Collins offers exciting recreational opportunities, unique cultural offerings, and is a regional center for employment and shopping.

During the year, live music and entertainment, as well as great local dining, is available throughout the historic downtown area. Fort Collins offers the convenience of a small town with all the amenities of a large city.

This rapidly urbanizing community operates under a sophisticated and comprehensive development plan and is a full-service city offering more than 600 acres of parks and 20 miles of off-street recreation trails. A population of over 176,000 residents enjoys an average of 300 days of sunshine each year and access to natural areas, golf courses, recreation centers, and public transit. If you are seeking the Colorado lifestyle in a community in which you can reinvent and reinvigorate yourself, then Fort Collins is your city.





## The Organization

Fort Collins Police Services is a progressive and professional organization, currently employing 224 officers and 117 professional staff with a budget over \$48 million. Fort Collins Police Services is accredited through the Commission on Accreditation for Law Enforcement Agencies (CALEA), the Colorado Association of Chiefs of Police (CACP), and its communication center (FC911) is an Accredited Center of Excellence in Emergency Medical Dispatch by the International Academies of Emergency Dispatch.

Our vision is to make Fort Collins the safest community in the nation and we will accomplish that by providing safety and service for all residents. We focus on our values of respect, integrity, service, and engagement as we serve the community and promote the safe and equitable treatment of citizens. The City of Fort Collins is a great place to work and is known as an employer of choice to attract, retain, engage, develop, and reward a diverse and competitive workforce to meet the needs of the community now and in the future.

## Competencies and Personal Characteristics

- Honest and accountable.
- Collaborative work style with an ability to be part of the agency's executive staff.
- Experience identifying necessary changes and leading through the change process.
- Political acumen—ability to effectively maneuver complex political situations.
- Aptitude for creating partnerships that improve community health and safety.
- Demonstrated competencies in visionary, effective, and engaged police leadership.
- Exceptional organizational and management skills.
- Extensive experience in contemporary police management and operations, technology and support functions.
- Experience and demonstrated success building strong relationships of trust, mutual understanding, and accountability with Executive Staff peers, employees of the agency, city officials, members of the community, and regional partners.
- Demonstrated ability to collaborate well with members of a collective bargaining unit.
- A demonstrated commitment to department-wide equity and inclusiveness beginning with personal cultural awareness and sensitivity.
- Strong interpersonal skills and a demonstrated commitment to being visible, available, and approachable within the department and in the community.
- A genuine commitment to leading an open and transparent police department.
- A proven commitment to progressive personal and staff development in response to community needs.
- Demonstrated ability to establish outcome-based objectives using a data driven approach to improvement, quality assurance, and policing.





## Minimum Qualifications

- Bachelor's degree from an accredited college or university required.
- Must have a minimum of 8 years of progressively responsible supervisory/management experience.
- Valid Colorado driver's license or the ability to obtain one within 30 days of selection/hire.

## Preferred Qualifications

- Master's degree in a related field from an accredited college or university is highly preferred.
- Executive law enforcement/government training is highly preferred.
- Executive-level experience is highly preferred.

## Compensation

The salary hiring range is \$135,000 - \$145,000 depending on qualifications, with an excellent benefit package including:

- 401 Retirement Plan (6% employee and 6.5% city contributions)
- 457 Plan (optional)
- Take-home vehicle (assigned)
- Clothing allowance
- Medical Insurance
- Dental Insurance
- Vision Insurance
- Life Insurance
- Flexible Spending Account
- Paid Sick Leave
- Paid Holidays (9 designated days)
- Paid Vacation (20 days per year)
- Employee Assistance Program
- Fitness Program with Awards
- Back-up Child & Adult Care & Referral Service



## How to Apply

To apply for this position, go to: <https://www.fcgov.com/policejobs/> and follow the link for **Director of Information Services**. Applicants must attach to the application (in *Word* or *PDF* format only): **cover letter, resume, and six (6) professional references**. Application materials will be accepted electronically from **April 2, 2021 to May 1, 2021**. Questions may be directed to Deputy Chief of Police Greg Yeager at [gyeager@fcgov.com](mailto:gyeager@fcgov.com)

*The City of Fort Collins is an equal opportunity employer.*

