



CHIEF OF POLICE / DIRECTOR OF PUBLIC SAFETY

\$103,000 - \$123,000 DOQ

Plus Excellent Benefits

Apply to

KRW Associates, LLC

apply@krw-associates.com

Deadline: October 5, 2018

THE COMMUNITY

Colorado School of Mines is situated in the historic town of Golden, Colorado, a small town located along the foothills of the Rocky Mountains and near



the cities of Denver and Boulder. The city of Golden has a distinct western atmosphere due in part to its gold-mining history and in part to its proximity to the front range. A slogan often used to describe the city claims that it's "Where The West Lives". Also, an iconic, antique signboard draped over Golden's Main Street ushers in travelers with "Howdy Folks! Welcome To Golden". Golden is rich with culture, outdoor activities, scenic beauty, thriving businesses and friendly people. Today, it's home to six museums; Coors Brewery, one of the largest brewing facilities in the world; and a downtown filled with shops and restaurants. Also nearby are the National Renewable Energy Laboratory, the National Earthquake Information Center, Spyderco, and the Colorado Railroad Museum. The famed Red Rocks Park and Amphitheater is just up the road. Golden is an outdoor and active town with miles of hiking trails for all levels, some stellar rock climbing and Clear Creek, which runs through the center of town and offers whitewater rafting and excellent fishing.

THE CAMPUS

The Colorado School of Mines has been a state institution since 1874, making it the oldest public institution of higher education in the state. Since its founding, Mines has evolved from an institution serving the needs of the local mining industry to an internationally recognized research university offering engineering and applied science degrees through the doctoral level. It has the highest admissions standards of any university in Colorado, and among the highest of any public university in the United States. Mines has distinguished itself by developing a curriculum and research program geared toward responsible stewardship of the earth and its resources.

Mines is one of a very few institutions in the world having broad expertise in resource exploration, extraction, production, and utilization. As such, Mines occupies a unique position among the world's institutions of higher education. The campus has 139 buildings with around 3.1 million square feet under roof. The University presently enrolls over 6,000 students with approximately 4,700 undergraduate students and 1,300 graduate students. With its intimate size, Mines is a close-knit community of students, faculty, staff, alumni, and partners that values inquiry and innovation, inspiration, challenge, collaboration, openness, diversity, respect, compassion and integrity.

THE POSITION

Reporting to the Vice President of Student Life, the Chief of Police/Director of Public Safety (COP/DPS) is directly responsible for leadership of a department of eleven staff members serving a



500-acre campus that includes approximately 1,600 students living on campus. The COP/DPS plans, directs, organizes and maintains the campus public safety program. The law enforcement aspects of the job include: community policing, crime prevention, incident response, victim assistance, documentation, investigations, Clery reporting, traffic control and facility security. Department leadership responsibilities include staff recruitment, staff training and performance management, maintenance of department equipment and facilities, program management and department budgeting.

The COP/DPS collaborates with the Director of Environmental Health and Safety to deliver a comprehensive and effective campus emergency

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management program. This partnership involves maintaining programs and procedures as well as regularly evaluating hazard vulnerabilities and developing plans to mitigate these vulnerabilities. The COP/DPS is a member of the Mines Emergency Alert team.



The COP/DPS is a member of the Mines CARE (crisis assessment, response and education) team. This team is dedicated to assisting students who may be in crisis or who reported an observed threat. The team provides education and outreach to promote a campus culture that is supportive, respectful and caring.

Mines is seeking a skilled and dedicated Chief who can successfully lead a diverse department in a complex environment, collaborate with other campus constituents, and facilitate a student/community focused public safety program.

Duties and Responsibilities:

- Directs, plans, coordinates and evaluates the activities of the department, which includes daily operations, programs, services, and policies.
- Administers operating budget, ensuring the proper and efficient use of funds.
- Develops departmental goals and seeks continuous improvement opportunities.
- Manages, develops and updates applicable policy and procedures.
- Oversees department staff and the campus policing activities, community policing programs, event policing and security, and public safety-related campus emergency response activities.
- Directs and manages emergency and crisis situations.
- Partners with campus stakeholders related to student conduct, threat assessment, and personnel issues.
- Selects, trains, supervises and evaluates staff members. Identifies and provides comprehensive training for officers as needed.
- Gathers, analyzes, authors and disseminates statistical data and prepares required crime reports for Mines in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (i.e. Clery Act). Shares data with Mines Title IX staff.
- Collaborates and maintains effective working relationships with campus leadership, other agency chiefs and directors, district attorney, and other statewide campus leaders.
- Represents Mines PD and provides excellent customer service as necessary at faculty/staff meetings, student organization gatherings, campus events, and community functions.
- Develops and coordinates collaborative relationships with campus departments and campus constituents to provide the highest level of safety, security and customer service.
- Monitor for and respond to changes in laws that impact campus – updating work practices and procedures as necessary.

Competencies and Personal Characteristics:

- A strong leader, with a participative style who understands delegation and demonstrates trust in employees while demanding accountability.
- Skilled at communicating with campus administration and advocating for the department.
- Demonstrated experience with community policing and how it applies to a university environment.
- Understanding of the unique aspects of a STEM university, whose students' goals may differ from a liberal arts university.
- Technical expertise with current public safety software and hardware options and the ability to implement social media to positive ends.
- Excellent communication skills and the ability to work with a diverse group of students.

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- Effective mentoring, team building and training skills and the ability to collaborate with neighboring police departments in training activities.
- Familiarity with threat assessment, active shooter and other types of critical events training.
- Political acumen: the ability to effectively maneuver complex political situations.
- Knowledge of federal rules and regulations and how they relate to the operation of a university police department.

THE DEPARTMENT

The Department of Public Safety/Mines Police Department is a full-service, community-oriented law enforcement agency, providing 24/7, 365 days a year service to the campus. The department's police are sworn officers and fully-trained in accordance with the Peace Officer Standards and Training (P.O.S.T.) Board and the Colorado Revised Statutes.

Mines Police Department staff are dedicated to providing the highest quality police services in order to enhance an environment in which all people feel safe and secure, as well as maintain a professional work environment that is responsive to the needs of the campus community. The Mines Police Department has 11 sworn officers that provide community-based public safety services to a campus community of approximately 7200 faculty, staff, and students as well as partnering with the greater Golden Police Department which serves a community of approximately 20,000 residents. More information is available on the [Mines Public Safety website](#).

EDUCATION AND EXPERIENCE

MINIMUM QUALIFICATIONS:

- Bachelor's degree from an accredited four-year institution of higher education in law enforcement, public administration, business administration or related area.
- A minimum of 5 years of progressively responsible policing experience.
- Possession of Colorado POST certification or ability to obtain and capable of qualifying with a firearm and in arrest control.
- Demonstrated direct supervisory/management experience and experience training and developing police staff.
- Possession of, or the ability to obtain, a valid Colorado driver's license.



PREFERRED QUALIFICATIONS:

- Master's degree in public administration, police science, management or a related field.
- Extensive knowledge and experience in law enforcement on a college campus, including working knowledge of criminal laws, rules of evidence and community policing principles.
- Working knowledge and skilled experience managing Title IX and the Clery Act responsibilities.

COMPENSATION AND BENEFITS

The salary range for this position is \$103,000 to \$123,000 and will be commensurate with skills and experience.

Mines offers an **outstanding benefits package** including employer paid medical, dental, life, long term disability and travel accident insurance. Employees also participate in either the Mines Defined Contribution Plan or Colorado PERA (must meet qualification requirements) retirement plan. Part of Mines' mission is to create a family-friendly environment supported through our dependent tuition benefits, parental leave benefits, and dependent care assistance plan, as well as in special events, camps, and programming.

For more information visit: family.mines.edu and <https://3a2vzv37nkuw3esf6a3u2t7s-wpengine.netdna-ssl.com/human-resources/wp-content/uploads/sites/88/2018/05/ACADEMIC-FACULTY-03-17-Benefits-Summary.pdf>

TO APPLY

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

Questions should be directed to Mr. Lorne Kramer, KRW Managing Partner: info@krw-associates.com or 719-310-8960 or Dr. Jerry Williams, KRW Managing Partner: info@krw-associates.com or 303-726-6220.

The Colorado School of Mines is an equal opportunity employer.