

The Town of Firestone is seeking a Uniformed Police Commander. Interested candidates may apply by visiting the Town's website at:

<https://www.governmentjobs.com/careers/firestone/jobs/3559293/uniformed-police-commander?pagetype=jobOpportunitiesJobs>



Salary Range: \$121,869 - \$170,617

Hiring Range: \$121,869 - \$154,365

The Uniformed Police Commander performs supervisory and managerial duties related to planning, organizing and coordinating Police Department operations. The incumbent exercises full administrative responsibility and accountability for overall operations and activities of the department in the absence of the Deputy Chief of Police and Chief of Police. They must be familiar with and able to enforce police procedure, general and special orders, rules and regulations, Town policies, Town ordinances and State laws so that they are competent to advise and instruct subordinates in the proper performance of their duties.

Please note candidate submissions will be reviewed the week of June 13, 2022

Candidates selected to participate in interviews will be notified the week of June 20, 2022

Interviews will be conducted the week of June 27, 2022 - Specific date(s) will be announced soon!

Essential Duties and Responsibilities

The below list is intended to be illustrative of the responsibilities of the position and not all-encompassing. The Town may change these duties at any time.

- Administers directives for assigned staff
- Provides technical and supervisory leadership to subordinate staff
- Participates in the recruitment, hiring and training of department personnel
- Develops, implements and reviews policies and procedures
- Assists in the preparation of annual budget for the department
- Approves and monitors most expenditures for the department
- Reviews job performance evaluations
- Conducts ongoing research of new methodologies and technological advancements as it relates to the operation of the Division

- Receives, reviews, assigns, investigates and resolves complaints concerning personnel matters, up to and including Internal Affairs
- Develops and promotes productive working relationships with other agencies
- Reviews activity reports prepared by police personnel for quantity and quality of work performance
- Reviews use of force incidents by department members;
Conducts investigations of complaints against Department personnel
- Commands tactical operations occurring within the jurisdiction
- In the absence of the Chief and Deputy Chief, may assume the duties of the Chief of Police and may represent the Chief and/or Town with outside agencies and at events
- Must be knowledgeable of all police procedures, general and special orders, rules and regulations, policies, duties, Town Ordinances and state laws in order to be competent to advise and to instruct subordinates in the proper performance of their duties
- Responsible for issuing clear, concise, definite and proper orders to subordinates while not issuing unlawful orders or orders in violation of Department Directives; is responsible for the proper execution of orders by subordinates
- Responsible for ensuring that subordinates complete all required reports promptly, accurately, and on the proper forms
- Informs members of Command of changes in regulations and policies, implications of new or amended laws and new techniques of police work
- Communicates Command initiatives; explains all orders and provides necessary information to subordinates
- Exhibits a service orientation toward internal and external customers, through respect, support, and cooperation. Contributes to building a positive team environment.
- Performs related work as required and assigned
- Responsible for overseeing the property and evidence room

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position

Job Qualifications

Knowledge, Skills and Abilities: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable accommodations may be made to individuals with disabilities to perform the essential functions. The requirements listed below are representative of the knowledge, skills, and/or abilities required:

- **Police Administration:** modern principles, practices, and techniques of police administration, standards and techniques by which quality of police service is evaluated
- **Administration and Management:** principles and processes involved in administration and organizational planning, coordination, and execution. This includes strategic planning, resource allocation and leadership techniques

- Public Safety and Security: rules and regulations for the protection of people, data, and property, including the use of weapons and force
- Law and Government: laws, penal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process, The President's Task Force on 21st Century Policing
- Psychology: basic human behavior and performance, including individual differences in ability, personality, learning, and motivation
- Basic Math: add, subtract, multiply, or divide quickly
- Mechanical/Technical: safe operation of diverse equipment, including computers, weapons, and radios
- Budget Management: developing plans and budgets and monitoring them against actual activity
- Program Assessment: evaluating existing and potential programs for effectiveness and efficiency
- Active Listening: listening to what other people are saying and asking questions as appropriate
- Critical Thinking: using logic and analysis to identify the strengths and weaknesses of different approaches
- Community policing techniques and programs
- Social Perceptiveness: being aware of others' reactions and understanding why they react the way they do
- Communicate information and ideas in writing so others will understand, including completing reports according to pre-set formats
- Use oral language, social perceptiveness, and reasoning skills simultaneously to conduct effective interviews

Education and Experience:

- High school diploma or equivalent is required
- Bachelor's Degree from accredited four-year college or university in a related field is required
- Ten (10) years of increasingly responsible command and supervisory experience with a Local, State or Federal Law Enforcement Agency, including five (5) years of administrative responsibility at the rank of Sergeant or above is required
- An equivalent combination of education and experience may be considered
- Ability to demonstrate knowledge of department's policy and procedures, Town personnel policies, municipal code, and state and federal law related to law enforcement is required

Licenses/Certifications:

- Colorado Post Certification is required
- Must possess and maintain a valid Colorado Driver's license and a safe driving record for continued employment

Physical Activities:

The work environment characteristics and physical demands described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually moderate with times of increased noise.

Employee must frequently lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, peripheral vision and ability to adjust focus. While performing the duties of this job, the employee is regularly required to sit, use hands to finger, handle, or feel, and talk or hear. The employee is frequently required to reach with hands and arms. The employee is frequently required to stand, walk, stoop, or kneel. Frequent driving of a variety of motor vehicles is required. Employee is required to be available and on-call at various hours.

Body Movement:

Walk, stand, stoop, bend, climb and sit while performing duties. Repetitive hand movement while keyboarding and writing.

Vision:

Uses sight in the normal range with or without correction to perform duties.

Hearing:

Uses hearing in the normal range with or without correction to perform duties.