

CHIEF, UNIVERSITY OF WASHINGTON POLICE DEPARTMENT

Req #: 169154
Department: UNIVERSITY OF WASHINGTON POLICE DEPARTMENT
Job Location: Seattle Campus
Posting Date: 08/02/2019
Closing Info: Open Until Filled
Salary: Salary is commensurate with education and experience.
Shift: First Shift

As a UW employee, you have a unique opportunity to change lives on our campuses, in our state and around the world. UW employees offer their boundless energy, creative problem solving skills and dedication to build stronger minds and a healthier world.

UW faculty and staff also enjoy outstanding benefits, professional growth opportunities and unique resources in an environment noted for diversity, intellectual excitement, artistic pursuits and natural beauty. All of which has allowed the UW to be nationally recognized as a "Great College to Work For" for five consecutive years.

The University of Washington Police Department has an outstanding opportunity for a **Chief, University of Washington Police Department (UWPD)**. Reporting to the Vice President for Student Life, the Chief of Police will serve a vital role in the safety, security and success of the University of Washington.

Mission & Vision of UWPD:

Mission:

The University of Washington Police Department actively collaborates with our community to create a safe and secure campus through education, problem solving and enforcement. We use innovative practices, continuing training and partnerships to provide professional public safety services, thereby reducing crime and the fear of crime. In doing so, we foster and maintain an environment that supports the well-being of our students, staff, faculty and visitors.

Vision:

The University of Washington Police Department aspires to be a world leader in innovative campus public safety practices. Our commitment to excellence supports the campus community's pursuit of academic and research goals in an environment free of crime and the fear of crime.

Position Overview:

Reporting to the Vice President for Student Life, the Chief of the University of Washington Police Department (UWPD) will serve a vital role in the safety, security and success of the University of Washington.

The Chief of the UWPD directs a workforce which includes approximately 35 civilian staff and 45 commissioned officers. The UWPD is very proud to be the only campus law enforcement agency in

the State of Washington that is Triple Accredited: 1) Commission on Accreditation for Law Enforcement Agencies (CALEA); 2) International Association of Campus Law Enforcement Administrators (IACLEA); and, 3) Washington Association of Sheriffs & Police Chiefs (WASPC). The UWPD is one of only eight (8) police agencies in the State of Washington that has achieved national accreditation.

The UWPD focuses on traditional law enforcement activities including uniformed patrol response, traffic control and enforcement, criminal investigations, crowd control and event management, facilities security, emergency management, victim advocacy, apprehension, evidence collection, crime prevention, 911 dispatch center and related duties. The urban and public nature of the Seattle campus provide for unique opportunities in responding to campus/community protests. The Chief oversees prompt and thorough investigations of all crimes and traffic accidents reported within the University's jurisdiction, and ensures the preparation of evidence for transmittal to proper authorities.

The University of Washington is a member of the Pac 12 conference and holds athletic events at the Seattle campus. UWPD provides security, crowd control and traffic control at large events held at UW Husky Stadium and Alaska Airlines Arena.

The position requires the Chief to be involved with various stakeholders. Successful candidates will have a strong background in establishing and employing effective communication methods within and external to the department. The Chief will maintain relationships and cooperative working efforts with surrounding law enforcement agencies (local, county, state, and federal), and will place emphasis on developing comprehensive campus community-oriented policing strategies. In addition, the Chief will ensure that the UWPD has assigned a full time detective to the Joint Terrorism Task Force of the Seattle Federal Bureau of Investigations (FBI) Office.

The Chief is responsible for recruiting, selecting, training and evaluating departmental staff and taking necessary corrective actions when warranted. The Chief coordinates the work of the UWPD with other law enforcement agencies in the area and partners with University administration, faculty and students to gather feedback and promote safety on the Seattle Campus.

The Chief receives direction from the Vice President for Student Life, and in emergent conditions, from the President of the University.

Main Responsibilities:

Building Relationships: The UWPD has jurisdiction over the UW Seattle campus that includes a uniquely diverse service population of about 75,000. The Chief must spend the time necessary to form working relationships with a broad array of constituencies including the staff of the University Police Department, student leaders, UW faculty and staff, administrative leadership, Seattle Police Department liaisons and leadership, and other Police Chiefs and public safety leaders throughout King County and the State of Washington.

Public Education & Awareness: The University of Washington Seattle Campus is home to a diverse community in an urban setting. New students arrive on a quarterly basis, and the employee base can change rapidly. On-going communications and public education are challenges given the nature

of the service population at the University level in this environment. The Chief will lead the effort to expand and enhance the UWPD's programs to better engage and educate the community about services provided by the UWPD.

Communication: The UWPD is a dynamic organization of sworn officers and civilian employees. The Chief will be responsible for ensuring that all employees are provided with consistent and timely information about the mission, vision, needs, changes, and successes of the UWPD. Further, the Chief is responsible for ensuring compliance and communication of Timely Warnings and Clery statistics is essential.

Campus Community Oriented Policing: Given the population served by the UWPD combined with the unique environment (a University campus), this Department represents Campus Community Oriented Policing at its most fundamental level. The Chief will oversee public safety efforts for special events on campus, including but not limited to: major sporting events, campus/community protests, speakers, commencement and convocation, including protests. Additionally, the Department is not 'call driven' like most other law enforcement agencies. Therefore, the Chief will have an exceptional opportunity to further the Department's efforts toward connecting with the community, taking a comprehensive approach to resolving problems and issues around campus, and providing long-term solutions to enhance the quality of life for all students, faculty, staff and visitors.

Labor Relations: The Chief of the UWPD plays a key role in labor relations, including collective bargaining agreement negotiations. As such, the Chief must be knowledgeable on existing contracts, the history of grievances, and any other labor issues in order to serve as a fully informed participant of the negotiating team.

Staffing & Organizational Development: The Chief will be expected to design and implement a comprehensive staffing, recruiting, retention, and professional development plan designed to meet the immediate needs of the Department, provide a clear, understandable career path and promotional process for sworn and civilian employees, and develop the leadership talent needed to take the agency into the future.

Policies and Procedures: The Chief will approve all policies and procedures within the UWPD.

Strategic Planning & Visioning: The Chief of the UWPD will be expected to lead the Department through periodic comprehensive strategic planning and visioning processes, then articulate a shared vision to the entire Department. Additionally, the Chief will conduct the business of the Department in a manner consistent with the vision and values identified.

As a UW employee, you will enjoy generous benefits and work/life programs. For detailed information on Benefits for this position, [click here](#).

Required Qualifications:

- Must be dedicated to maintaining the safety and security of the University of Washington community. The University of Washington is a large, densely populated, and uniquely diverse organization in the middle of the Pacific Northwest's largest urban population center.

- Possess the certification(s), ability and willingness to discharge the responsibilities and obligations of a peace officer in the state of Washington. Must be a commissioned State of Washington law enforcement officer or have the ability to become commissioned within 6 months of employment.
- Must possess budgetary experience and an ability to adapt to changing financial situations, including the ability to develop, manage and interpret budgets, contracts, and financial reports.
- Must be flexible, adaptable, respectful, and exhibit professional composure at all times in a highly visible role in a dynamic, often rapidly changing environment.
- Must be a veteran law enforcement executive, with familiarity and knowledge of all aspects of police department operations, including crime prevention, internal affairs, patrol, support services, and dispatch.
- Must be a skilled manager of people, leading by example, and demonstrating a personal philosophy that is congruent with the University's overall educational mission.
- Must be decisive but also have the ability to delegate appropriately and empower staff to carry out work consistent with Department and University objectives.
- Must have a strong commitment to diversity and inclusion.

Additional Required Qualifications:

- Strong leadership, interpersonal and communication skills.
- Be accessible, fair, and exhibit unquestioned integrity.
- Be a tireless advocate for and representative of the Department and the University, and be comfortable moving between constituencies easily and confidently.
- A demonstrated commitment to community outreach and partnerships, with an understanding of, and demonstrated success in practicing community-oriented policing and problem-oriented policing.
- Strong knowledge of the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act.

Desired Qualification:

- Completion of advanced Law Enforcement Leadership training from: The FBI National Academy, Northwest Command College, FBI LEEDA, or similar programs.

Minimum Education:

- Bachelor's Degree in administration of justice, public administration, business administration or a

related field as well as completion of executive law enforcement training or equivalent graduate work.

Minimum Work Experience:

- Fifteen years of progressively responsible experience in law enforcement with at least five years of experience at the command level, and experience as a commissioned law enforcement officer.

Equivalent education/experience will substitute for all minimum qualifications except where there are legal requirements such as license/certification/registration.

Conditions of Employment:

- Possess a valid Washington State driver's license (within 30 days of date of hire).
- No felony convictions.
- U.S. citizenship at time of examination or a lawful permanent resident who can read and write the English language.
- No convictions for child abuse.
- No convictions for domestic violence.

APPLICATION AND SELECTION PROCESS:

Application Deadline: Open until Filled

We anticipate the selection process to take 4 to 6 months. Finalists will be invited to participate in on-campus interviews.

A background investigation, polygraph, medical and psychological examination are required of candidates for this position.

Reapplication is permitted at any time, except for candidates disqualified for reasons of prior felony convictions or non-correctable selection.

The application process for UW positions may include completion of a variety of online assessments to obtain additional information that will be used in the evaluation process. These assessments may include Workforce Authorization, Cover Letter and/or others. Any assessments that you need to complete will appear on your screen as soon as you select "Apply to this position". Once you begin an assessment, it must be completed at that time; if you do not complete the assessment you will be prompted to do so the next time you access your "My Jobs" page. If you select to take it later, it will appear on your "My Jobs" page to take when you are ready. **Please note that your application will not be reviewed, and you will not be considered for this position until all required assessments have been completed.**

All information submitted will be considered to determine the applicant's qualifications for this position. Please ensure that your current email address is listed in your online candidate profile as well as in your resume.

Committed to attracting and retaining a diverse staff, the University of Washington will honor your experiences, perspectives and unique identity. Together, our community strives to create and maintain working and learning environments that are inclusive, equitable and welcoming.



The University of Washington is a leader in [environmental stewardship & sustainability](#), and committed to becoming climate neutral.

[The University of Washington is an equal opportunity, affirmative action employer.](#) To request disability accommodation in the application process, contact the Disability Services Office at 206-543-6450 / 206-543-6452 (tty) or dso@uw.edu.