



TOWN OF ST. JOHNSBURY

Police Chief

Nestled in the Northeast Kingdom of Vermont, the Town of St. Johnsbury is a destination for outdoor recreation, including mountain biking, hiking, boating, and skiing. St. Johnsbury is a historic community with a population of approximately 7,000 residents and serves as a regional hub for commerce, healthcare, education, and cultural arts. The Town offers a unique combination of small-town character, natural beauty, and access to a wide range of recreational and cultural opportunities.

The Town of St. Johnsbury is seeking an engaging, community-focused, forward-thinking, experienced leader to serve as the St. Johnsbury Police Department's Chief. This is an exciting opportunity for a strong law enforcement professional to join a vibrant Vermont community and build upon the department's commitment to professional policing, public safety, accountability, integrity, and service.

The successful candidate will:

- Provide strategic leadership and direction for the Police Department.
- Develop and maintain strong relationships with residents, businesses, community organizations, elected officials, and regional partners.
- Establish a culture of professionalism, accountability, integrity, and respect.
- Ensure effective delivery of police services and response to public safety needs.
- Oversee department policies, procedures, training, accreditation/compliance requirements, and professional standards.
- Prepare and administer the department budget and manage resources effectively.
- Promote community policing and proactive engagement with residents.
- Balance day-to-day operational demands with long-term planning and organization management.

The ideal candidate will have a minimum of 10 years of progressively responsible law enforcement experience, including supervisor and command experience. Experience managing personnel, budgets, policies, and departmental operations, and demonstrate an understanding of modern law enforcement practices and community policing principles. The candidate must either be certified as a full-time officer in the State of Vermont by the Vermont Criminal Justice Training Council or be able to attain such certification within the required timeframe. The preferred candidate will have a background in community policing, restorative justice, and mediation. A Bachelor's degree in criminal justice, public or business administration, or a similar

relevant field is desired. Appointment as Chief is contingent on successfully passing a criminal background check.

The Town of St. Johnsbury offers a competitive compensation and benefits package, including a salary range of \$95,000 to \$105,000 commensurate with qualifications and experience. A comprehensive health insurance plan through BCBS of VT, dental insurance, Vermont Municipal Employees' Retirement System benefits, paid vacation, sick leave, and holidays. Professional development and training opportunities, and the opportunity to make a meaningful impact in a close-knit Vermont community.

To become an integral part of protecting the St. Johnsbury community and its residents please submit a cover letter, resume and three professional references to:

Town of St. Johnsbury
Attention: Rachel Waterhouse, Admin. Assistant
51 Depot Square, Suite 3
St. Johnsbury, VT 05819
Or via email at rwaterhouse@stjvt.com

The Town of St. Johnsbury is an Equal Opportunity Employer and values diversity in its workforce. We encourage qualified candidates with varied backgrounds and experiences to apply.