



**Job Title: Deputy Chiefs of Police**

**Location: Baltimore, MD**

The newly established Johns Hopkins Police Department (JHPD) is seeking two Deputy Chiefs of Police – one to oversee Operations and the other to oversee Support Services – to help build a police department that prioritizes the well-being of students, staff, faculty, and guests and embodies the University’s mission by engaging the student community and other partners as co-creators of the campus safety environment.

America’s first research university, **Johns Hopkins University**, continues to stand at the forefront of innovation and is renowned for its contributions across diverse fields, such as medicine, public health, engineering, and international relations. The Johns Hopkins University Police Department will be embracing the principles of 21<sup>st</sup> Century Policing; such as building on evidence-based best practices for community policing, building trust and legitimacy with all community partners, and focusing on officer wellness and safety. The JHPD will provide effective community-focused policing that is supportive of our students, faculty and staff who are all deeply committed to the pursuit of intellectual excellence in a safe, secure learning environment.

As direct reports to the Chief of Police, the pivotal Deputy Chief roles will be responsible for cultivating a partnership-first culture within a department with a forecasted staff of 100, leveraging their expertise to nurture relationships, foster inclusivity, and champion community-driven policing initiatives. The Deputy Chiefs will prioritize establishing transparency and legitimacy, which will be vital to JHPD’s success and its collaboration with the community.

From the department’s inception, these unique roles have the opportunity to shape the operational and strategic direction of police services across all three campuses – Homewood, Peabody, and East Baltimore, which includes The Johns Hopkins Hospital, and will be pivotal to the equitable delivery of community-oriented services.

The Deputy Chief positions offer an extraordinary opportunity to influence the future of campus safety and lead a staff dedicated to having a meaningful impact on our community. If you are a visionary leader with a passion for service, innovation and commitment to diversity, we invite you to bring your expertise to the Johns Hopkins University Police Department and help us shape the future of policing.

**Key Responsibilities:**

- Work with the Chief of Police and other University leaders to establish a collaborative approach to public safety across all campuses
- Drive the development and implementation of community-oriented policing strategies, ensuring alignment with 21st-century policing principles and University values
- Research and utilize up-to-date, peer-reviewed research and program evaluations to develop operational guidance, evidence-based trainings and to devise effective responses to complex, sensitive, or hazardous situations
- Serve as a liaison for JHPD with other areas of the University and the community. This includes meeting regularly with division leaders from across the University and community to integrate JHPD into campus life and incorporate JHPD into the planning and execution of campus-wide and



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community events. It also includes coordinating with external stakeholders such as community groups, federal and state partners, victim advocates, and other organizations

- Establish mentoring programs for JHPD officers and leadership to promote the professional development and readiness of all officers
- Research and make recommendations for procuring infrastructure, equipment, technology, and other tools and resources necessary for effective and efficient public safety operations
- Support the establishment and operation of the JHPD Police Athletics/Activities League and other initiatives that may create paths for future employees such as internship opportunities for college students or cadet programs
- Guide the strategic planning and administration of departmental resources, including budgeting and staffing, records management, and legal compliance
- Ensure staff perform their duties in a manner that reflects department priorities and strengthens public trust
- Develop and execute policies and initiatives that promote diversity, equity, and inclusion both within the department and in the community, such as through hiring and participation in open forums and other public-facing events

**Minimum Qualifications:**

- Bachelor's degree in criminal justice, social science, public administration, organizational leadership, education or a related field from an accredited university
- 15 years of service as a commissioned law enforcement officer, with experience overseeing multiple functions within a police department. Additional education may substitute for required experience, and additional related experience may substitute for required education, to the extent permitted by the JHU equivalency formula.
- Distinguished service record, exemplifying a history of excellence in service to the department and community
- Demonstrated experience in, creating or transforming a police department, division, or unit
- Satisfactory completion of a police academy training program recognized by the Maryland Police Training and Standards Commission (MPTSC) and successful completion of a police field training program
- Certification as a sworn police officer recognized by the Maryland Police Training and Standards Commission or ability to obtain MPTSC Certification within 6 months of hire

**Preferred Qualifications:**

- Completion of an advanced leadership development program in policing (e.g., FBI National Academy, Senior Management Institute for Police [SMIP], School of Police Staff and Command)
- Professional experience within higher education is an asset, along with proven experience working in a diverse, multicultural organization. Experience as a faculty member, as well as teaching and/or training experience with a college population, is also a plus

***Finalists will undergo an extensive background check as part of the selection process. Employees in this***



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*job class may be subject to pre-employment and random drug testing.*



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*Johns Hopkins Police Department offers excellent benefits and values a healthy work-life balance.*

The Police Executive Research Forum (PERF) is assisting the University in the selection process. For questions about this position, contact Antoinette Tull at [Antoinette@hurtlellc.com](mailto:Antoinette@hurtlellc.com) or (804) 640-0323 or Rebecca Neuburger at [Rcneuburger@gmail.com](mailto:Rcneuburger@gmail.com) or (202) 997-6287.

The positions will remain open until filled, with the ***first review of applicants on Thursday, April 11, 2024.*** Qualified and interested candidates who resonate with this vision and believe you can make a difference may apply with a cover letter, resume, and five references in confidence to:

[hopkinsDC@policeforum.org](mailto:hopkinsDC@policeforum.org)

The Johns Hopkins University values diversity, equity and inclusion, which it advances through its key strategic framework, the [JHU Roadmap on Diversity and Inclusion](#).

**Equal Opportunity Employer**

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

Johns Hopkins is committed to hiring individuals with a justice-involved background, consistent with applicable policies and current practice. A prior criminal history does not automatically preclude candidates from employment at the University. In accordance with applicable law, the University will review, on an individual basis, the date and nature of a candidate's conviction and any relation it may have to essential job-related qualifications or functions.