

## **CHIEF OF POLICE TOWN OF HANOVER, NEW HAMPSHIRE**

This is an exciting opportunity to provide leadership to an established police department in a progressive New England community. The Town of Hanover, New Hampshire, is seeking an experienced Chief of Police to lead the Town's full-service law enforcement agency into the future. The selected individual will take the place of a Chief of Police who has announced his retirement. The new Chief of Police will be responsible for leading and managing the department and for developing the strategies and tactics to take the department to a new level of success, consistent with the high quality services that the Town of Hanover provides to its residents.

The Town of Hanover is seeking a proven, dedicated, responsive, and experienced individual for its new Chief of Police. The successful candidate will possess knowledge and level of competency commonly associated with the completion of a baccalaureate degree in a course of study related to the law enforcement field. However, because of the high level of education found in Hanover, a related Master's degree is preferred as is graduation from the FBI National Academy or similar program.

At least three to five years of experience in law enforcement leadership and management sufficient to thoroughly understand the diverse objectives and functions of the various divisions within the police department so as to direct and coordinate work effectively is required.

Possession of or the ability to readily obtain a valid driver's license issued by the State of New Hampshire for the type of vehicle or equipment operated is required. Also required is the ability to meet the current requirements set forth by the Police Standards and Training Council for the State of New Hampshire.

The Town Manager assigns work in terms of department goals and objectives. Work is reviewed through conferences, reports, and observation of department activities.

Guidelines include department policies and procedures, federal employment guidelines, federal and state laws and town ordinances. These guidelines require judgment, selection, and interpretation in application. This position develops department guidelines.

The Town of Hanover is located in Grafton County in west central New Hampshire. The Town has a 2010 census population of 11,260 and occupies 50.3 square miles.

Hanover is a quintessential "college" town and functions much like a city in town clothing based on the service demands placed upon it by a prestigious Ivy League institution.

Hanover operates under a Board of Selectmen-Town Manager form of government. The Town Manager serves at the pleasure of the Board of Selectmen and is the Chief Administrative Official of the Town.

The Hanover Police Department employs 33 full-time individuals, 20 sworn and 13 non-sworn. The Police Department oversees a \$2.2 million annual operating budget which is contained within the Town's \$13.3 million General Fund budget, as well as a \$1.65 million parking operations budget which operates as a wholly separate enterprise fund. Contained within the budget is a \$487,000 Dispatch operation which provides Police, Fire and EMS dispatch services for 20 communities in New Hampshire and Vermont.

The expected starting salary will be market competitive DOQ/E plus benefits and reasonable relocation expenses. An automobile will be provided. Residence in the Town of Hanover is preferred, but will not be required of the successful candidate.

Confidential resumes should be sent by close of business, January 6, 2014 to **James L. Mercer, President/CEO, The Mercer Group, Inc., 5579B Chamblee Dunwoody Road, #511, Atlanta, GA 30338. Voice: 770-551-0403; Fax: 770-399-9749. E-Mail: [merc@mindspring.com](mailto:merc@mindspring.com); Website: [www.mercergroupinc.com](http://www.mercergroupinc.com). EOE.**

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