



Family: Facilities and Operations

Level: EX3

Position Profile Title: Executive 3-Chief of Police

Salary Grade	Minimum	Midpoint	Maximum
10	\$124,812	\$171,660	\$218,496

PROFILE SUMMARY:

Positions in this job profile are responsible for the university-wide oversight, direction and leadership of all law enforcement and public safety functions, emergency management and planning functions, and Clery Act compliance functions on all OSU campuses and satellite locations. Responsibilities include developing, implementing, and evaluating philosophy, short and long-range goals and objectives. Employees provide the overall guidance and direction to support the development, implementation and enforcement of plans, policies, procedures, systems, programs and performance standards. They establish and direct the execution of strategic plans.

DISTINGUISHING CHARACTERISTICS:

The distinguishing characteristic of the EX3-Chief of Police profile is the overall oversight, direction and leadership of all law enforcement, public safety, emergency management, and Clery Compliance functions across all OSU campuses and locations.

PRIMARY POSITION RESPONSIBILITIES:

1. Directs and coordinates University law enforcement, security, safety, and protection programs to include a comprehensive strategy for protecting persons, facilities, infrastructure, and intellectual and real properties to facilitate Oregon State University's educational, research, and community service goals.
2. Plans and directs the service delivery of a law enforcement operation in a collaborative manner that reflects modern policing practices that continually build community trust aligned to the values of Oregon State University.
3. Provides law enforcement and public safety advice, support and information to Oregon State University executives on policy and procedural changes that affect departmental operations.
4. Develops policies and practices for law enforcement operations and personnel to ensure consistent and organized practices that meet the needs of OSU.
5. Strategizes, designs and implements tactical plans around emergency situations requiring law enforcement support and resources.
6. Supervision of professional faculty and/or classified positions including plan, assign and approve work; rewards/discipline; respond to grievances; hire/fire (or effectively recommend); prepare and sign performance evaluations/reviews

PROBLEM-SOLVING AND DECISION-MAKING:

Problems are highly varied, complex and often non-recurring; require novel and creative approaches to resolution. New concepts and approaches may have to be developed.

Decisions have significant, broad implications for the management and operations of a division/entire organization; contributes to decisions on the overall strategy and direction of the entire organization.

Decisions impact:

- Entire University
- Functions across the University
- Department
- Direct team
- Faculty/Staff



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- Alumni/Donors
- Vendors/Suppliers/Contractors
- Student/Parents
- Other External Agencies and Institutions

ACCOUNTABILITY:

Results are defined by university and division strategy, mission and vision; incumbent sets own goals and determines how to accomplish results with few or no guidelines to follow, although precedents may exist; supervisor/manager provides broad guidance and overall direction.

Supervises work of other supervisors/managers, including planning, assigning, scheduling and reviewing work, ensuring quality standards. Is responsible for hiring, terminating, training and developing, responding to grievances, reviewing performance and administering corrective action for staff. Plans organizational structure and job content.

Develops and approves department/unit budget and exceptions to program budget. Assists in the development of the division/college/overall organization

RELATIONSHIPS WITH OTHERS:

Collaborates and interacts within the Dept/Unit, University Wide, and Externally to:

- Exchange routine, factual information and/or answer routine questions.
- Exchange detailed information or resolve varied problems.
- Access and/or work with sensitive and/or confidential information.
- Identify needs/concerns of others, determine potential solutions, resolve or redirect appropriately.
- Persuade, gain cooperation and acceptance of ideas or collaborate on significant projects.
- Resolve conflict, negotiate or collaborate on major projects.
- Handle sensitive issues and facilitate collaboration at the highest level.
- Develop and maintain relationships with key contacts to enhance workflow and work quality.

TYPICAL REQUIREMENTS:

Bachelor's degree from an accredited college or university in Criminal Justice, Public Administration, or a closely related field.

Ten years of progressively responsible supervisory experience in a police organization in a variety of assignments, e.g. patrol, investigations, crowd management, crime prevention.

Experience must include at least five years at police Lieutenant rank or higher.

DISCLAIMER:



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The above statements are intended to indicate the general nature and level of work performed by positions within this job profile. They are not designed to contain or be interpreted as an exhaustive list of all duties, responsibilities, skills, and qualifications required of all employees within positions covered by this job profile.