



## **JOB ID 8592 Deputy Police Chief**

### **Marketing Statement**

Ride BART to a satisfying career that lets you both: 1) make a difference to Bay Area residents, and 2) enjoy excellent pay, benefits and employment stability. BART is looking for people who like to be challenged, work in a fast-paced environment, and have a passion for connecting over 400,000 daily riders to work, school and other places they need to go. BART offers a competitive salary, comprehensive health benefits, paid time off, and the CalPERS retirement program.

### **Department**

BART Police Department is a progressive agency and has been on the forefront – and in some cases the model approach to training in the areas of fair and impartial policing, bias-based policing, crisis intervention, cultural competence training, and de-escalation training. The mission of the BART Police Department is to ensure a safe environment within our transit system, reduce crime through a highly visible police presence, and proactive enforcement of the law, and to promote public confidence by working in partnership with our stakeholders and the communities we serve.

### **Pay and Benefits**

BART offers comprehensive compensation and benefits programs. Benefits include CalPERS pension; excellent medical (effective January 1, 2020 current employee cost \$150.44 monthly for most plans), vision, and dental coverage; supplemental insurances; paid holidays and vacation; as well as two investment programs, one of which is entirely funded by BART. BART does not participate in Social Security. Complimentary BART passes for employee and qualifying dependents.

### **Pay Rate**

NR-PAY Band 13  
(Minimum) \$162,509.00 to \$246,201.00 (Maximum)\*  
Note: Initial salary offer will likely be between \$162,509.00 to \$225,086.45  
Salary to commensurate experience  
Plus 10% Police Management Incentive

### **Posted Date**

March 19, 2020

### **Closing Date**

April 10, 2020

### **Reports To**

Chief of Police

### **Days Off**

Saturday and Sunday

### **Who May Apply**

All current BART employees and qualified individuals who are not yet BART employees.

### **Current Assignment**

The District is currently seeking a Deputy Police Chief who will be responsible for managing and administering the activities of a bureau within the Police Department as well as assist the Chief of Police with overall operation of the Department.

The BART Police Department, with over 200 sworn personnel and over 100 professional staff members is a significant law enforcement presence in the Bay Area; the Deputy Chief role will provide abundant opportunity to develop skills in a broad range of police management activities in a dense and diverse urban environment. The job demands a creative individual who can inspire change, and the courage to support officers in performing the challenging job of policing, while demanding accountability at all levels. The BART Board and Executive Management Team are fully committed to supporting and improving the Police

Department, and the Chief is equally committed to fostering effective mentoring and developmental opportunities at all levels.

The ideal candidate will demonstrate outstanding leadership capabilities, strong interpersonal skills and the confidence to initiate and follow through on important initiatives in the Department. The Individual will also demonstrate experience and creativity around crime reduction strategies, community-oriented policing, problem solving and working in a culturally diverse urban environment.

### **Essential Job Functions**

- 1) Develops and directs the implementation of division goals, objectives, policies, procedures and work standards.
- 2) Plans and leads departmental activities and operations; coordinates and ensures the effectiveness and efficiencies of programs and advises the Police Chief accordingly.
- 3) Assigns, supervises, and evaluates the work of assigned staff; provides coaching and training for their professional development; works with staff to correct deficiencies; initiates and implements disciplinary procedures up to and including termination.
- 4) Determines staffing and equipment needs; participates in the selection of assigned staff, special assignments, and lateral and vertical promotions within the department.
- 5) Determines and administers disciplinary measures, awards, and commendations.
- 6) Coordinates activities with other departments and outside agencies; confers with and provides assistance to District departments on police matters; performs special studies and develops recommendations.

### **Minimum Qualifications**

#### **Education:**

A Bachelor's degree in criminology, administration of justice, public/business administration, political science, psychology, law, education, or a closely related field from an accredited college or university. A master's degree is preferred.

Please Note: Applicants with transcripts from outside the United States or its territories must have the transcripts evaluated by an academic accrediting service.

#### **Experience:**

Three (3) years of (full-time equivalent) verifiable management experience at or above the level of Police Lieutenant or as a senior civilian manager within a public safety department equivalent to that rank.

#### **Substitution:**

Additional professional experience as outlined above may be substituted for the education on a year-for-year basis. A Bachelor's degree is preferred.

#### **License or Certificate:**

Possession of or eligibility to possess valid Supervisory and Management certificates issued by the California Commission on Peace Officer Standards and Training (POST).

#### **Other Requirements:**

Must possess a valid California driver's license and have a satisfactory driving record.

Must remain firearm qualified, if applicable.

Must be able to work various shifts, weekends, holidays and overtime.

Must pass a comprehensive California Post background investigation which may including a polygraph examination and medical and psychological examinations.

### **Selection Process**

Applications will be screened to assure that minimum qualifications are met. Those applicants who meet minimum qualifications will then be referred to the hiring department for the completion of further selection processes.

The selection process for this position may include a skills/performance demonstration, a written examination, and a panel and/or individual interview.

The successful candidate must have an employment history demonstrating reliability and dependability; provide copies of certificates, diplomas or other documents as required by law, including those establishing his/her right to work in the U. S; pass a pre-employment medical examination which may include a drug and alcohol screen, and which is specific to the essential job functions and requirements. Pre-employment processing will also include a background check. (Does not apply to current full-time District employees unless specific job requires additional evaluations).

## Application Process

External applicants may only apply online, at [www.bart.gov/jobs](http://www.bart.gov/jobs). Applicants needing assistance with the online application process may receive additional information by email at [employment@bart.gov](mailto:employment@bart.gov).

All applicants are asked to complete the application in full, indicating dates of employment, all positions held, hours worked, and a full description of duties. On line applicants are invited to electronically attach a resume to the application form to provide supplemental information, but should not consider the resume a substitute for the application form itself.

Applications must be complete by the closing date and time listed on the job announcement.

## Equal Employment Opportunity

The San Francisco Bay Area Rapid Transit District is an equal opportunity employer. Applicants shall not be discriminated against because of race, color, sex, sexual orientation, gender identity, gender expression, age (40 and above), religion, national origin (including language use restrictions), disability (mental and physical, including HIV and AIDS), ancestry, marital status, military status, veteran status, medical condition (cancer/genetic characteristics and information), or any protected category prohibited by local, state or federal laws.

The BART Human Resources Department will make reasonable efforts in the examination process to accommodate persons with disabilities or for religious reasons. Please advise the Human Resources Department of any special needs in advance of the examination by emailing at least 5 days before your examination date at [employment@bart.gov](mailto:employment@bart.gov).

Qualified veterans may be eligible to obtain additional veteran's credit in the selection process for this recruitment (effective Jan. 1, 2013). To obtain the credit, veterans must attach to the application a DD214 discharge document or proof of disability and complete/submit the Veteran's Preference Application no later than the closing date of the posting. For more information about this credit please go to the Veteran's Preference Policy and Application link at [www.bart.gov/jobs](http://www.bart.gov/jobs).

## Other Information

Please be prepared to present documentation in support of any required licenses, degrees, or certifications upon request.

## Note

When you have successfully applied for this position you will receive an auto reply e-mail acknowledging that your application was received for this position. Please retain a copy of the e-mail for your records. If you receive an auto reply that does not specifically reference this position, please email Employment Help at [employment@bart.gov](mailto:employment@bart.gov) for assistance.

To verify submission of your application, click on the 'My Career Tools' link at the top of the 'Careers Home Page' after submitting your application to view the list of applications you have submitted (including application date and status). If you have further questions, please email the Employment Help at [employment@bart.gov](mailto:employment@bart.gov), between the hours of 8:15am - 5:00pm, Monday- Friday.