



City of Hialeah
POLICE DEPARTMENT

Chief of Police Recruitment
now open until February 1st, 2022

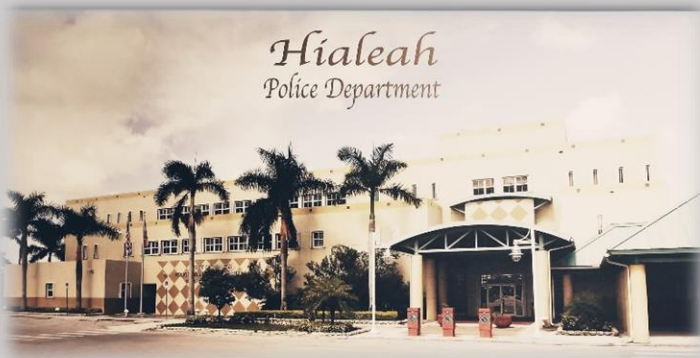


The City of Hialeah is an equal opportunity employer



The City of Hialeah is looking for a transformational leader who possesses the highest standards of integrity to become the city's next Chief of Police. The new chief will have the opportunity to lead a full-service police department consisting of a team of more than 400 of the finest law enforcement officers and support professionals in the nation. This leader must possess the knowledge, drive and determination to transform the Hialeah Police Department in a manner consistent with 21st century policing principles and nationally recognized best practices.

This is an exciting opportunity to lead a professional law enforcement agency in the second largest municipality in Miami-Dade County, and the sixth in the State of Florida. The new top-cop will enjoy civil service status as the city's chief of police and will report to a strong mayor, who serves as the city's chief executive officer.



The City of Hialeah



Hialeah, incorporated in 1925, has a long and proud history. One of the city's most important and nationally well-known historic sites is the Hialeah Park Racetrack, built in 1925.

Just as Hialeah's past is an important part of its future, so is a new, recently annexed three square mile area, "Hialeah Heights," to be developed soon into a beautiful residential and commercial area in the northwest part of the City.

"The City of Progress" as Hialeah is known to many, has historically been home to a number of Cuban exiles. With a Hispanic population of over 94%, Hialeah's welcoming immigrant community is now home to Puerto Ricans, Mexicans and other Hispanic groups, making Hialeah a culturally diverse and dynamic place to live.

Hialeah is a family oriented community marked by its cultural heritage and traditions. The Hialeah community is a unique blend of nationalities and cultures, whose residents are proud of its ethnic diversity and family friendly neighborhoods.



Strong Tradition with an Eye to Future

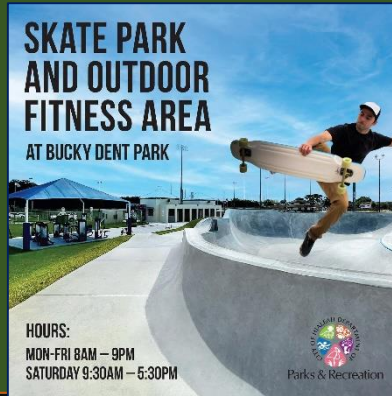


Hialeah is a diverse town with a long history dating back to its humble beginnings in the 1920s. Today Hialeah's vibrant community is viewed as an American industrial city that continues to grow. Hialeah is one of the largest areas for employment and economic development in Miami Dade County. A myriad of mom and pop stores, which productively compete against national retail and restaurant chains and franchises, drive Hialeah's economy with many types of opportunities for employment from professional to service industry jobs. Hialeah's West 49th Street retail corridor is lined with national chain eateries such as Starbucks, Fuddrucker's, Chili's, Longhorn Steakhouse, Olive Garden, etc., while Palm Springs Mile and Westland Mall serve as staples for local shopping enthusiasts. Most of the City's chain-based restaurants and businesses are some of the top grossing stores in the nation!



Our Future is Bright!

The city is committed towards providing a variety of quality and affordable recreational facilities, leisure services, events and programs to people of all ages and abilities making Hialeah a great place to live, work and play.



City Government



The City of Hialeah has operated under a strong mayor form of government since its inception. Policy making and legislative authority are vested in a governing council consisting of a seven member council. The council is responsible for, among other things, passing ordinances and adopting the budget. The Mayor is responsible for carrying out the policies and ordinances of the council, overseeing the day-to-day operations of the government, and appointing the heads of various departments. Collectively, the elected officials' goal is to offer safety and growth opportunity to its residents, enhancing their quality of life.



The Police Department



The Hialeah Police Department is currently the 75th largest law enforcement agency in the country, budgeted for over 355 sworn and 500 non-sworn members and provides police services to the 6th largest city in the state of Florida.

The Chief of Police manages the department with the assistance of his Deputy Chief of Police and three Majors responsible for the three Divisions of the department; Uniform Patrol, Criminal Investigations and Administration. Additionally, the department, along with the Fire Department, oversees the city's 911 - Public Safety Access Point (PSAP) center.

Augmenting its Uniform Patrol functions are the K-9 Unit, Motors Unit and SWAT team as well the Community Response Team (CRT), tasked with performing crime suppression duties.



The Ideal Candidate



The City of Hialeah is seeking a proven police executive who will serve as a transformational leader inspiring the confidence of the community and the department's personnel alike. The ideal candidate shall exercise the highest level of integrity, performing responsibly, efficiently and effectively in the oversight and management of the police budget.

An outstanding communicator who speaks clearly, assertively and transparently with all stakeholders, the new chief will ensure that the organizational culture is one of openness and transparency where every member of the department is inspired to perform as a team. A visionary, experienced leader who adheres to the strictest principles of accountability is the ideal candidate for this position.

The ideal candidate will be an innovative and compassionate leader committed to using community-focused, data-informed, and victim-centered policing strategies. Drawing from the six pillars identified in the President's Task Force on 21st Century Policing, the new chief will adopt and implement nationally recognized best practices in policing to enhance quality of life and make public safety for the residents of Hialeah a top priority.



Qualification Criteria

MINIMUM QUALIFICATION CRITERIA FOR THE POSITION INCLUDE:

- Must be a graduate from an accredited college or university with a bachelor's degree in law enforcement, criminal justice, public administration, or related areas.
- Extensive law enforcement experience, with a minimum of 15 years of wide and progressively responsible ascension in police service.
- Must have the ability to obtain a State of Florida Department of Law Enforcement Certification within 180 days of date of hire.
- Must possess a valid Florida Driver's License.

PREFERRED QUALIFICATIONS (BUT NOT REQUIRED):

- Master's Degree in a related field.
- No less than 4 years of executive level experience (Police Chief, Deputy Chief, Assistant Chief or Major) in a similar size agency.
- Advanced police command or executive level courses preferred, i.e.: FBI National Academy, Northwestern Command Course, Southern Police Institute Command Officers Development Course, PERF Senior Management Institute for Police (SMIP).
- Bilingual Spanish-Speaker is preferred

Compensation Package

The expected starting salary range for this position is between \$150,000 – \$200,000, depending on the qualifications and experience of the selected candidate. Also offered is a comprehensive benefits package that includes:

- Medical Insurance
- Dental Insurance
- Vision Insurance
- \$100k Life Insurance no cost
- Vacation Leave
- Sick Leave accrued monthly
- Access to health/fitness facilities
- Personal Leave
- 12 Paid Holidays per year
- Defined Benefit Pension Plan
- 457 Plan
- 185 Fund
- City issued vehicle and gas card
- City issued cell phone



Ready to Apply?

Interested applicants must submit a letter of interest, resume, and at least three job-related references to Dayli Mesa, Recruiting and Testing Coordinator, City of Hialeah, at HRresumes@hialeahfl.gov. Information is due no later than February 1st, 2022.

Please direct any questions to Jorge Colina at (305) 970-2167, or by email at careers@jorgecolinagroup.com.

The Jorge Colina Group will begin the vetting of applicants immediately following the closing date. Finalists will be advised by Human Resources as to next steps in the process, including participation in selection panel interviews. The City of Hialeah would like to thank you for considering this opportunity.





Jorge Colina Group, LLC

Careers@jorgecolinagroup.com

Executive Search Consultants
for the
City of Hialeah