

Haines Borough
Police Chief

IDEAL CANDIDATE PROFILE SURVEY

What community characteristics relative to the police stand out to you that you think a candidate should be aware of?

How would you describe the culture of the Police Department? Ex: How do people get along? What is relationship with the community like? What is the teamwork like?

[illegible]

What do you think will need immediate attention from the Chief?

[illegible]

If you could ask potential Chief candidates one question during the screening process, what would it be?

[illegible]

The ideal candidate for Police Chief should possess the following skills, competencies, knowledge, experience levels, interpersonal style, and management style.

BACKGROUND/EXPERIENCE

EDUCATION LEVEL

- _____ College Degree
- _____ Advanced Degree
- _____ Professional Memberships

YEARS OF EXPERIENCE

BACKGROUND AND EXPERIENCE OF IDEAL CANDIDATE

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Please note the most important areas of experience and demonstrated expertise.

- Budget preparation and presentation
- Performance evaluation, staff development, team building
- Advanced management training
- Physical requirements to perform the duties of a Police Officer
- Be eligible for licensure from Alaska
- Career history of working up through the ranks
- Understand the various components of a public safety operations and be well-rounded in all aspects of a patrol officers duties
- Knowledge of Civil Defense and emergency management procedures
- Knowledge of technology appropriate to police operations
- Good public speaking skills and clear written communication skills
- Knowledge of School Resource Officer duties and relationships
- History of Community Policing and public engagement
- History of continuing education
- Others?

[illegible]

MANAGEMENT STYLE/PERSONALITY

Please list important leadership styles or attributes.

1.

2.

3.

4.

5.

PRIORITIES

What are some of the priorities the person should deal with in the first 6 to 12 months on the job?

1.

2.

3.

4.

5.

6.

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What skills not currently inherent in the staff would you particularly want to see in the incoming Chief?

What specific programs or services and technical capabilities, not currently being offered through the Police Department, would you like to see offered?

Importance of being local (Alaska or Northern Climate) versus Deep South?

Are there any individuals known to you who should be recruited for this position?

Do you have any questions about the process?

Completed by: (optional)_____