



Seattle Police Chief

The City of Seattle seeks a collaborative forward-thinking police chief dedicated to public service - a leader with an unrelenting commitment to ensuring that everyone in every neighborhood of Seattle is safe and feels safe.

"We have a world-class police department, and we need a leader of the same standard to move us forward. Seattle's next police chief must be obsessed with safety and take responsibility for addressing urgent challenges and shaping the long-term vision for the department. I am looking for an innovative leader who shares my commitment to constitutional policing and my dedication to keeping neighborhoods safe, driving culture change, implementing proven technologies to boost effectiveness, and bringing a holistic approach to public safety. Together, we need to build public trust as we advance meaningful, effective solutions to crime and disorder, staffing and recruiting, gun violence, and the synthetic opioid crisis. This is an extraordinary opportunity to help define the future of Seattle's police service as we create a welcoming and safe city for all. I encourage you to apply."

Mayor Bruce Harrell

The Seattle Police Chief is responsible for managing police services for maximum effectiveness and efficiency, creating an organizational culture of trust and commitment to the highest standards of professionalism, and winning the trust and confidence of the people of Seattle.

In alignment with Mayor Harrell's vision of One Seattle, the Seattle Police Chief leads the development of Police Department (SPD) goals, policies, and objectives, and directs the delivery of police services. The chief supervises the Department's command staff and provides administrative direction and oversight for comprehensive police services, security, and law enforcement programs. The chief also provides expert counsel on issues related to policing and creates cooperative working relationships with the Mayor and members of the City Council, intergovernmental partners, advocacy groups, and community members. Reporting to the mayor, this cabinet-level position leads the largest municipal law enforcement agency in Washington State, with 1,200 authorized sworn officers and over 600 civilian employees.

The Seattle Police Chief is accountable for achieving the following outcomes:

- Reduce gun violence and other violent crimes with evidence-based solutions and enforcement strategies and prioritize problem-solving in partnership with the people of Seattle.
- Respond to 9-1-1 calls effectively and appropriately by hiring more officers and diversifying response options, including non-sworn employees, to events that do not require police.

- Recognize the root causes and impacts of violence and embrace a holistic, multidisciplinary response to crime and disorder in partnership with community-based solutions and upstream interventions. Prioritize a public health and trauma-informed approach to reduce drug overdoses, reduce violence, and better support victims and survivors.
- Eliminate inefficiencies in the delivery of police services and improve crime clearance rates. Build and maintain community trust through strong accountability systems and community engagement on policing priorities.

Key Areas of Responsibility

Creating Safety for All – Demonstrate unwavering dedication to ensuring safety and security for everyone in every neighborhood. Prioritize community engagement and collaboration by fostering trust, enhancing communication, and involving community members in decision-making.

Drive Culture – Clearly communicate SPD’s policing vision, lead by example, and ensure effective, transparent policies. Regularly train officers on policy updates and best practices, emphasizing de-escalation and openness to innovative alternatives. Prioritize officer well-being and foster a transparent, accountable workplace aligned with the city’s values.

Prevent and Reduce Gun Violence and Other Violent Crimes — Lead the implementation of holistic, evidence-based, community-led solutions to disrupt violence and reduce gun crime. Collaborate with community partners, other city departments, and partner agencies to enhance safety in heavily impacted neighborhoods. Actively support the objectives of the [One Seattle Gun Violence Prevention Plan](#).

Recruit, Hire and Retain Officers — Encourage and implement innovative outreach and employment approaches to ensure SPD maintains at least 1,400 deployable police officers. Prioritize officers who reflect Seattle’s values and diverse communities to expand the pool of applicants. Emphasize diversity across all ranks, including succession planning and retention efforts.

Lead the Seattle Police Department – Ensure SPD operations, programs, resources, and employees equitably address the city’s public safety needs. Optimize community policing and crime prevention and reduction strategies, emphasizing accountability and transparency from the command staff to the rank and file. Align department operations with city objectives, the law, service equity, and regulatory compliance. Promptly identify and resolve organizational issues in collaboration with key stakeholders.

Support Vision Zero Goals – Strive to eliminate traffic fatalities and injuries on city streets by 2030. Collaborate across disciplines to enforce traffic laws, educate the public on safe driving practices, and implement evidence-based strategies to address neighborhood-specific challenges. Embrace the [Safe System Approach](#), emphasizing empathy and fostering a culture of care and dignity for all road users.

Advance the Principles of One Seattle – Work to invite dialogue and learning, collaboration and cooperation, innovation, and thoughtful change to drive progress on the city’s most pressing

challenges to create a safe, equitable and thriving future.

Please note this job advertisement is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the Seattle Police Chief. Duties, responsibilities, and activities may change at any time with or without notice.

Qualifications

Successful candidates will be visionary leaders with an unwavering commitment to safety for all and a thorough understanding of constitutional policing in a major metropolitan area. As the next chief, they will build [upon Seattle's completed and ongoing reforms](#), demonstrating their ability to effect positive change and drive culture. Equity centers their decision-making process; they actively listen and are committed to justice for everyone. They are known as a trusted partner who acts with transparency and compassion. Active engagement and partnerships with the people of Seattle inform their leadership. They inspire trust, value people, are driven by public service, and their actions consistently reflect integrity, accountability, and collaboration.

The Seattle Police Chief position requires certification, or ability to obtain certification, as a police officer as required by the Washington State Criminal Justice Training

Commission: <https://cjtc.wa.gov/certification/certification-information>.

Seattle is a charter city with a mayor-council form of government. The mayor is the chief executive officer of Seattle's municipal government. The mayor is elected at-large, as are two of the nine city council members; the remaining seven are elected by council district. The city council is responsible for approving the City's budget and developing laws and policies intended to promote the health and safety of Seattle's residents. To learn more about Seattle, visit <https://www.seattle.gov/>.

As outlined in the [City Charter](#), the Seattle Police Chief is appointed by the mayor, subject to confirmation by a majority vote of the city council. Under existing civil service rules and regulations, the Seattle Police Chief appoints all other SPD police officers.

Salary: The salary range for this position is currently \$217,444 – \$347,944 (\$104.14/hour - \$166.64/hour) and is determined by City ordinance. This full-time position is authorized for relocation assistance at the discretion of the mayor and is not covered by the Public Safety Civil Service System.

Benefits: The City of Seattle offers a comprehensive benefits package including vacation, holiday, and sick leave as well as medical, dental, vision, life and long-term disability insurance for employees and their dependents. More information about employee benefits is available on the City's website at: <https://www.seattle.gov/human-resources/benefits/employees-and-covered-family-members/most-employees-plans>.

Application Process: To be considered, submit a resume and cover letter through the city's application [portal \(www.governmentjobs.com/careers/seattle\)](http://www.governmentjobs.com/careers/seattle). We encourage you to use your cover letter to discuss why you want to lead the Seattle Police Department and your vision for policing. Your resume should be comprehensive and summarize the talent, experience, knowledge, and skills you bring to this critical leadership role.

If you have questions, please contact Pam Inch, Senior Executive Recruiter at Pam.Inch@seattle.gov. Confidential inquiries are welcomed.

Employment process: Qualified applicants will be reviewed by a search committee of community members appointed by the mayor. The search committee will recommend to the mayor candidates to participate in the competitive examination process. The mayor will administer the competitive examination required by the City Charter. It is anticipated that Mayor Harrell will announce his selection before the end of 2024.

Due to the fiduciary nature of the work, job offers are contingent on the verification of credentials and other information required by the employment process, including the completion of a detailed background check. The background check will include an extensive criminal history check, which includes conviction and arrest records, a driving history review, and a check of commission records in compliance with State and City background requirements of [RCW 43.101.095](#), [WAC Chapter 139-07](#) and [SMC 14.17](#), [SMC 4.79.020](#). Applicants will be provided with an opportunity to explain or correct background information.

We will ensure that individuals with disabilities are provided reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and to receive other benefits and privileges of employment. Please contact Pam Inch at Pam.Inch@seattle.gov to request accommodation.

The Seattle Police Department: The [Seattle Police Department](#) has a \$395.8 million 2024 budget and 1,826 full-time approved equivalent positions. Sworn and civilian employees work in one of three offices:

- The Office of the Chief is responsible for the department's overall leadership and is comprised of Legal Affairs, the Chief Strategy Officer, Human Resources, and Public Affairs.
- The Office of the Deputy Chief is responsible for Collaborative Policing and four major operational bureaus: Patrol Operations, Criminal Investigations, Metropolitan, and Special Operations.
- The Office of the Chief Operating Officer oversees the Professional Standards Bureau, Administrative Services, and Budget & Finance.

The Department's organizational model places neighborhood-based emergency response services at its core, allowing SPD the greatest flexibility in managing public safety. Under this model, each of the five precinct commanders are responsible for public safety management, primary crime prevention, and law enforcement. Detectives in centralized investigative units located at SPD headquarters and elsewhere conduct follow-up investigations into violent and property crimes, as well as other types of crimes.

See SPD precincts and patrol boundaries [here](#) and a summary of the 2024 approved budget [here](#).

Additional information about the Seattle Police Department (SPD) is available at: www.Seattle.gov/Police.

Police Accountability Structure: The police accountability system was established by ordinance in 2017 and includes the [Community Police Commission](#), the [Office of Police Accountability](#), and the [Office of Inspector General for Public Safety](#). Each entity acts independently and has different oversight functions and responsibilities.

The Community Police Commission provides community input to ensure that police services are delivered in a lawful and nondiscriminatory manner and are aligned with community values and expectations. The Office of Police Accountability independently handles misconduct complaints against SPD employees relating to SPD policy and federal, state, and local law. The Office of the Inspector General provides civilian auditing authority of the management, practices, and policies of the Seattle Police Department and the Office of Police Accountability.

The Community Police Commission, the Office of Police Accountability, and the Office of Inspector General for Public Safety are statutorily co-equal. They are designed to build trust and confidence while providing oversight to a police department that respects the constitutional rights of the people of Seattle.

Who may apply: This position is open to all individuals whose experience, skills, and abilities are aligned with the qualifications presented above. The City of Seattle values diverse perspectives and life experiences. Applicants will be considered regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, medical condition, or pregnancy. The City of Seattle encourages people of all backgrounds to apply, including people of color, immigrants, refugees, women, LGBTQ, people with disabilities, veterans, and those with diverse life experiences.

Talent	Experience/Expertise	Alignment
Abilities, capabilities, proficiency and skills.	Technical knowledge, competence, proficiency, and successful performance of similar work.	Patterns of behavior influenced by past experience, internal motivators, perspectives and core beliefs.

<p>Skilled people manager:</p> <ul style="list-style-type: none"> • Listens to understand • Effects positive change and drives culture • Motivates and instills trust/respect • Sets performance expectations, appropriately addresses performance issues • Holds people accountable 	<p>Has a history of successfully:</p> <ul style="list-style-type: none"> • Delivering appropriate, effective and efficient police services • Deploying innovative evidence-based solutions and enforcement strategies to reduce crime • Advancing public safety through problem-solving partnerships with community and stakeholders. • Supporting a multi-disciplinary response to crime and disorder. • Eliminated inefficiencies in delivery of police service and improved crime clearance rates. • Ensuring accountability, well-being and an inclusive workplace committed to the highest professional standards 	<p>Holds an unwavering commitment to constitutional policing safety and justice for all.</p>
<p>Effective communicator:</p> <ul style="list-style-type: none"> • Comfortable in public speaking and w/media • Delivers clear, credible, informative messages • Cognizant of impact of their words/messages • Builds interpersonal rapport and credibility 		<p>Active engagement with community, employees and partners informs their leadership and decisions.</p>
<p>Exercises a high level of tact, good judgement, discretion, and diplomacy. Politically savvy.</p>		<p>Has conviction and courage to proactively address challenges and make tough decisions. Confident in making significant high-profile decisions.</p>
<p>Translates vision and goals for public safety and the department into focused and transformative plans that produce equitable and meaningful outcomes.</p>	<p>Has successfully led reforms and culture change demonstrated ability to work collaboratively inside their organization and externally with community, accountability and law enforcement partners.</p>	<p>Seeks and promotes transparency by:</p> <ul style="list-style-type: none"> • Prioritizing community/employee engagement • Collaborating • Communicating and sharing data • Engaging with City oversight partners
<p>Inspires confidence and trust from the community and earns the respect of both sworn and civilian employees.</p>	<p>Leverages expertise as a large city command staff leader in a large city to navigate meet challenges like SPD's complex operational, public safety, people management and regulatory issues.</p>	<p>Emphasizes accountability and transparency from command staff to rank and file.</p>
<p>Analyzes policing standards/protocols/responses. Identifies consequences, opportunities and creates space/environment for learning and improvement.</p>	<p>Recognizes how the history and legacy of policing has impacted communities and their experience of safety. Effectively applies racial equity, social justice principles in their decision-making.</p>	<p>Champions a data-driven culture. Leverages data analysis and technology to enhance police effectiveness and efficiency while recognizing challenges to privacy and potential bias.</p>
<p>Administrative skills to assure effective direction of a large, unionized, comprehensive police agency.</p>	<p>Thorough understanding of constitutional policing and 21st Century Policing practices.</p>	<p>Inspires trust, is a stabilizing force, and their actions consistently reflect integrity, accountability and compassion. Builds trust and sustains genuine relationships</p> <p>Prioritizes officer well-being and an inclusive workplace. Promotes the profession and department, seeking to expand the pool or applicants and diversify across all ranks.</p> <p>Encourages creativity and new ideas. Values and rewards innovation.</p>