



The City of Eugene is accepting

ONLINE APPLICATIONS ONLY for:

# Police Captain

Salary Range: \$86,361 - \$ 107,660 / Annually



Please visit the City of Eugene's website: [www.eugene-or.gov/jobs](http://www.eugene-or.gov/jobs) to apply.

The ideal candidate for the Police Captain's position will be able to lead a major operational or administrative division for a modern, progressive police department, instilling trust in the services in the community, developing and implementing plans to achieve the mission and vision of the department, and inspiring employees to perform with excellence. As a member of the Police Department's management team, the Captain will be part of a collaborative team working with the Chief to provide leadership and management of Department-wide issues and supporting the goals and directions for the department from the City Manager and the City's elected leadership.

The ideal candidate will possess the following characteristics and abilities:

- Model the highest standards of integrity and ethical behavior.
- Display a commitment and understanding of the concepts of Intelligence Led Policing.
- Make sound and well informed decisions affecting multiple stakeholders.
- Develop objectives intended to support the department's mission and achieve them.
- Communicate effectively orally and in writing with a variety of cross-cultural audiences.
- Establish and maintain highly effective working relationships with diverse individuals and groups.
- Identify issues, analyze problems, and work collaboratively with staff and the community to solve them.
- Be an accessible manager who is supportive of professional development, retention, and diversity and who has an understanding of and appreciation for positive, productive labor relations.
- Develop and maintain relationships with other agencies and provide leadership in bringing intergovernmental and community partners together to enhance service.

## Qualifications

To be considered for this position, candidates must have eight years of progressively responsible police experience, including two years of managerial experience and a bachelor's degree from an accredited college or university in criminal justice, business or public administration or a closely related field. (Additional responsible, relevant experience may be substituted for the degree on a year-to-year basis.)

Note: Oregon DPSST Certification is required. Certified Police Officers from other states are able to transfer equivalent training credits and certification. Typically, a POST or comparable certification from another state plus attendance and successful completion of a 3-week Oregon Career Officers Development class (made available by the employer) will accomplish Oregon certification.

## Compensation & Benefits

The annual salary range for this position is \$86,361 - \$107,660.

Upon eligibility, the City will contribute an employee contribution of 6%, as well as the employer contribution, to a retirement program administered by the Oregon Public Employees' Retirement System (PERS). In addition, the City will pay a 2% contribution to a deferred compensation program if the employee contributes at least 1%.

The competitive benefit package includes:

- Comprehensive Health, Dental, and Vision insurance
- Life and Long-term Disability insurances
- Generous Vacation and Sick Leave
- Ten Paid Holidays

The City will assist the candidate with moving and relocation expenses.

## Application and Selection Process

Candidates may apply on-line and find additional information at [www.eugene-or.gov/jobs](http://www.eugene-or.gov/jobs) by **February 24, 2012**.

Each candidate's background will be evaluated on the basis of information submitted at the time of application to determine the level and scope of the candidate's preparation for the position. Only the more qualified candidates, as determined by the screening process, will be invited to participate in the selection process. Candidate screening is scheduled to be completed in March 2012 and it is anticipated that final interviews will occur in April 2012.

Questions and inquiries may be directed to:  
Becky DeWitt, Recruitment & Selection Manager

777 Pearl St., Room 101  
Eugene, OR 97401  
Telephone: (541) 682-5629  
E-mail: [Becky.L.DeWitt@ci.eugene.or.us](mailto:Becky.L.DeWitt@ci.eugene.or.us)

*More general information about the Eugene Police Department and the City of Eugene is available on our website at:*

**[www.eugene-or.gov](http://www.eugene-or.gov)**

The City of Eugene is committed to a work environment which values the cultural, educational, and life experience of each employee. We believe that a diverse workforce enables us to deliver culturally competent service to all members of our community. As part of our commitment to diversity, the City continues to be an affirmative action/equal opportunity employer. Women, people with disabilities, and persons of color are strongly encouraged to apply.

The City of Eugene complies with the Americans with Disabilities Act of 1990. Any applicant with a qualified disability under the Americans with Disabilities Act may request accommodation by contacting Becky DeWitt at (541) 682-5629.

In compliance with the Immigration Reform and Control Act of 1986, the City of Eugene will request all eligible candidates who accept employment with the City to provide documentation to prove they are eligible for employment in the United States.