



# TOWN OF BEDFORD MASSACHUSETTS

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## Town of Bedford, Massachusetts

### Job Announcement

#### Chief of Police

The Town of Bedford is seeking an experienced, forward-thinking, and community-focused leader to serve as its next Chief of Police. The successful candidate will lead a well-trained, professional department dedicated to excellence in service, community engagement, and public trust.

#### COMMUNITY

The Town of Bedford is a quintessential New England community located in Middlesex County, Massachusetts. Bedford is situated approximately fifteen miles northwest of Boston and has a population of approximately 14,383.

Incorporated in 1729, the initial community of fifty households survived on farming and requisite industries. The town is home to a number of historic sites including the Old Burying Ground, The Wilson Mill, the Job Lane House and the original Bedford Battle Flag that was taken to the battles of Lexington and Concord at the dawn of the American Revolution in 1775.

Bedford is a town that values its past while investing in a safe, vibrant, and inclusive future. It's an ideal setting for leaders who value tradition, service, and authentic community connection.

To learn more about the Town of Bedford, please visit <https://www.bedfordma.gov>

#### THE CANDIDATE

The next Chief of Police must be approachable, visible, and deeply engaged with the community. The successful candidate will actively connect with residents and stakeholders in both formal and informal settings, building strong partnerships and encouraging open dialogue.

As a key member of the Town's leadership team, the Chief of Police will be a collaborative leader with demonstrated executive experience, exceptional communication skills, and a strong commitment to public safety and service. The Chief of Police must be responsive, empathetic, and capable of addressing the needs and concerns of an informed, engaged and diverse community.

The ideal candidate will also bring:

- Extensive law enforcement experience, including command-level leadership.
- A commitment to community policing and public engagement
- Strong decision-making, interpersonal, and organizational leadership skills
- A history of ethical leadership and professional development of staff

## **THE ROLE**

The Chief of Police is appointed by and reports to the Town Manager. The Chief is responsible for the overall administration, leadership, and day-to-day operations of the Police Department.

The Chief will set clear strategic goals, lead with vision, and foster a culture of accountability, professionalism, and service. This role includes, but is not limited to, planning and directing all internal and external departmental functions related to the enforcement of local, state laws, and federal laws. Key responsibilities include providing motivational leadership, overseeing training and professional development, preparation and administration of department budgets, ensuring succession planning, and guiding staff at all levels.

As part of the roles and responsibilities of Chief of Police, the selected candidate will oversee the Police Department Communications Center. The communications center is responsible for dispatching all police, fire and ambulance calls for service.

The Chief of Police will be expected to participate actively in public events, outreach initiatives, and community-building efforts, while also responding to inquiries, complaints, and grievances with promptness, fairness, and professionalism.

The Police Chief will oversee all sworn and civilian staff of the department, including Animal Control and the School Resource Officers for Bedford Public Schools and for Middlesex Community College.

## **THE DEPARTMENT**

The Bedford Police Department is fully accredited department dedicated to delivering both traditional and non-traditional law enforcement services to residents and visitors alike. The Department operates with a strong emphasis on compassion, integrity, and ethical conduct, ensuring that every interaction reflects the values of the community it serves.

The Bedford Police Department is a full-service accredited agency with an authorized staffing level of 30 sworn officers. The present staff includes two Lieutenants, seven Sergeants, three Detectives, fifteen Patrol Officers, two School Resource Officers, nine Emergency Communications Dispatchers, one Executive Assistant, one Records Clerk, one part-time Crossing Guard and thirty part-time Traffic Officers. The department has a FY26 budget of approximately \$5.5 Million.

## **RECOMMENDED QUALIFICATIONS**

- A Bachelor's Degree in Criminal Justice, Law Enforcement, Public Administration or related field from a four-year college or university accredited by an accreditation agency recognized by the United States Department of Education or the Council for Higher Education Accreditation. Master's Degree preferred.
- Graduates of major policing executive development programs including the FBI National Academy, the Police Executive Research Forum Senior Management Institute for Police or Police Executive Leadership Institute are encouraged to apply.
- A minimum of fifteen (15) years' experience in law enforcement, with five (5) years of progressively responsible command level experience as a lieutenant or higher.
- Possession of a valid Driver's License.
- Must have a valid Massachusetts Firearms License or the ability to obtain one upon hire.
- Applicants must be a graduate of the Commonwealth of Massachusetts Municipal Police Training Committee (MPTC) Basic Recruit Officer Academy (or eligible for a Permanent Exemption by the MPTC) and must satisfy all requirements set forth by the Massachusetts Peace Officer Standards and Training Commission for certification as a Police Officer in the Commonwealth of Massachusetts.

## **COMPENSATION & BENEFITS**

Bedford offers a highly competitive compensation and benefits package with a salary of range of 200,000 - 230,000 commensurate with qualifications. Additional benefits include group health insurance, dental insurance and an optional employee paid supplemental health plan. The town also offers an optional employee paid 457(b) deferred compensation plan and paid vacation, holidays, personal and sick days.

Interested applicants should email a cover letter and résumé as a single PDF file to the Bedford Human Resources Director Elizabeth Gouveia at [egouveia@bedfordma.gov](mailto:egouveia@bedfordma.gov). Cover letters and resumes should be received by 10:00 A.M. on Wednesday, February 4<sup>th</sup>, 2026.

*The Town of Bedford is an Equal Opportunity Employer.*