



TOWN OF AQUINNAH – CHIEF OF POLICE JOB POSTING

The Town of Aquinnah invites applications from experienced, highly qualified, community-oriented law-enforcement professionals for the position of **Chief of Police**.

Aquinnah is seeking a proven leader who will provide professional, ethical, progressive, and highly visible leadership to the Aquinnah Police Department and who recognizes the distinctive responsibilities of leading a small-community police agency on Martha's Vineyard.

The successful candidate will succeed the Town's retiring Police Chief and will be responsible for the overall leadership, administration, operation, and professional standards of the Aquinnah Police Department.

THE COMMUNITY AND DEPARTMENT

The Aquinnah Police Department is committed to protecting the rights, lives, and property of all persons and to working in partnership with the community with respect, fairness, and compassion.

The Chief must be comfortable serving in a community in which effective policing depends upon accessibility, sound judgment, trust, collaboration, and strong relationships.

The Chief will work closely with Town officials; residents and visitors; the Wampanoag Tribe of Gay Head (Aquinnah); other Martha's Vineyard police departments; the Massachusetts State Police; the Dukes County Sheriff's Office and regional public-safety agencies; fire and emergency medical services; prosecutors; courts; schools; human-service organizations; and other local, state, tribal, and federal partners.

The position presents an opportunity for an experienced law-enforcement leader to guide a community-focused police department while personally participating in the delivery of police services.

THE POSITION

The Chief of Police serves as the executive and operational leader of the Aquinnah Police Department and is responsible for the effective, lawful, professional, and efficient delivery of police services.

Among the Chief's principal responsibilities are:

- Providing overall leadership and direction to the Department;
- Supervising, evaluating, developing, and holding personnel accountable;
- Establishing Department goals, priorities, policies, procedures, and professional standards;
- Overseeing patrol, investigations, traffic enforcement, emergency response, community policing, and other Department operations;
- Ensuring compliance with Massachusetts Peace Officer Standards and Training Commission (POST) requirements and Municipal Police Training Committee (MPTC) requirements;
- Maintaining effective internal-affairs, complaint-investigation, and professional-standards systems;
- Recruiting, developing, mentoring, and retaining qualified personnel;
- Administering collective bargaining agreements and participating in labor relations;
- Preparing and administering the Department budget;
- Maintaining appropriate training, records, technology, evidence, equipment, and administrative systems;
- Developing effective relationships with the community, tribal government, Town officials, other law-enforcement agencies, and regional public-safety partners;
- Participating in emergency-management and critical-incident planning and response;
- Promoting constitutional policing, procedural justice, de-escalation, fair and impartial policing, professionalism, accountability, and public confidence; and
- Performing sworn police functions when necessary to meet the operational needs of the Department.

The Town seeks a Chief who understands that leadership in a small police department is both **executive and hands-on**. The successful candidate must be willing and able to respond personally when circumstances require, while also providing the strategic leadership expected of the head of a Massachusetts municipal law-enforcement agency.

DESIRED LEADERSHIP QUALITIES

The successful candidate should demonstrate:

- Unquestioned integrity and ethical judgment;
- A record of effective law-enforcement leadership;
- Excellent interpersonal and communication skills;
- Accessibility and a strong commitment to community engagement;
- An ability to build trust within both the Department and the community;
- Sound judgment under difficult or rapidly changing circumstances;
- Experience developing and supervising employees;
- An understanding of contemporary professional standards and police accountability;
- An ability to work effectively with elected and appointed municipal officials;
- Appreciation for the importance of Town-Tribal and regional relationships;
- A collaborative approach to public safety;

- Fiscal and administrative competence;
- Commitment to employee wellness and professional development; and
- The ability to preserve what works well while identifying opportunities for thoughtful organizational improvement.

EDUCATION AND EXPERIENCE

Candidates should possess at least ten years of progressively responsible full-time law-enforcement experience, including substantial supervisory and command experience.

At least five years of progressively responsible supervisory, management, or command-level law-enforcement experience is strongly preferred.

A bachelor's degree in criminal justice, public administration, management, organizational leadership, public safety, law, or a related discipline is preferred.

The Town may consider an equivalent combination of education, professional training, executive development, and progressively responsible law-enforcement experience demonstrating the knowledge and ability necessary to perform the duties of Chief of Police.

POST AND MPTC REQUIREMENTS

At the effective date of appointment, the successful candidate must possess current certification as a law-enforcement officer by the Massachusetts Peace Officer Standards and Training Commission (POST) in a status permitting performance of the full duties of the position and must maintain such certification throughout employment.

Candidates must have successfully completed an MPTC-approved full-time police academy or possess, or be eligible to obtain before appointment, an applicable MPTC-approved exemption or equivalent authorization.

PREFERRED QUALIFICATIONS

The Town will give favorable consideration to candidates possessing one or more of the following:

- Graduate education in public administration, criminal justice, management, public safety, law, or a related discipline;
- FBI National Academy, Senior Management Institute for Police, Southern Police Institute, or comparable executive law-enforcement education;
- Municipal police chief, deputy chief, captain, or comparable senior command experience;
- Small-department or community-policing leadership experience;
- Professional-standards or internal-affairs experience;
- POST/accreditation/agency-certification experience;
- Collective bargaining and labor-relations experience;
- Municipal budgeting and financial-management experience;

- Emergency-management and incident-command experience;
- Experience with modern law-enforcement technology and policy development;
- Demonstrated success in recruitment, retention, mentoring, and succession planning; and
- Massachusetts EMT certification.

COMPENSATION AND EMPLOYMENT

This is a full-time municipal department-head position.

Salary Range: \$185,000 - \$195,000

The terms and conditions of employment will be established by the Town consistent with applicable law and any employment agreement approved by the Select Board.

APPLICATION PROCESS

Applicants should submit:

1. A letter of interest describing their qualifications and interest in serving as Chief of Police for the Town of Aquinnah;
2. A current résumé;
3. Copies or identification of applicable POST, MPTC, academy, and executive-training certifications;
4. The names and contact information of at least three professional references

Application materials should be submitted to:

Jeffrey Madison – Town Administrator
Town of Aquinnah
955 State Road
Aquinnah, MA 02535
townadministrator@aquinnah-ma.gov

Applications received by Friday, September 18, 2026 will receive priority consideration. The position will remain open until filled unless otherwise announced.

Applicants should not submit confidential background-investigation records with their initial application. Finalists will be required to participate fully in the Town's background and pre-employment review process.

The Town reserves the right to conduct interviews in multiple stages and to require finalists to participate in assessment exercises, additional interviews, background investigation, and other lawful components of the selection process.

The Town of Aquinnah is an Equal Opportunity Employer.