

Who We Are:

The Executive Office of Energy and Environmental Affairs (EEA) seeks to protect, preserve, and enhance Massachusetts' environmental resources and create a clean energy future for all residents. Through the stewardship of open spaces, the protection of environmental resources, and the advancement of clean energy, EEA works tirelessly to make Massachusetts a wonderful place to live, work, and raise a family. Our commitment to environmental justice ensures that every resident, regardless of background or location, can live in a safe, clean environment and shares equally in the benefits of the clean energy transition.

Who We Are as an Employer:

At EEA, we create meaningful, inclusive opportunities that empower our employees to make a real difference in shaping the environmental future of Massachusetts. We foster a workplace culture where diversity is valued, innovation is encouraged, and collaboration thrives. Our employees play a vital role in advancing sustainability, environmental justice, and clean energy solutions, ensuring a positive and lasting impact on Massachusetts and its residents.

Massachusetts Environmental Police (MEP) Mission Statement:

Protect the environment and the natural resources of the Commonwealth through enforcement, education and public outreach.

Position Summary

Lieutenant Colonel – Deputy Director of Massachusetts Environmental Police

The Executive Office of Energy and Environmental Affairs is accepting applications for the position of **Lieutenant Colonel – Deputy Director of the Massachusetts Environmental Police**.

This senior command position assists the Colonel in planning, organizing, and directing statewide environmental law enforcement activities and resources. The Lieutenant Colonel provides leadership and oversight of Environmental Police personnel and serves as a key advisor to the Colonel on enforcement, policy, personnel, and public safety matters.

The Lieutenant Colonel provides oversight of MEP's enforcement operations, including inland and coastal enforcement, boating and recreational vehicle enforcement, safety and education, hazardous waste enforcement, marine and recreational vehicle theft, and enforcement training. The position works closely with the Colonel and other agency leaders

to promote effective, consistent, and lawful enforcement of Massachusetts General Laws, regulations, and applicable federal statutes.

The Lieutenant Colonel provides senior-level guidance to Environmental Police Officers regarding the interpretation, application, and enforcement of laws and regulations within the jurisdiction of the Massachusetts Environmental Police. The position coordinates complex and multi-agency enforcement activities with federal, state, and local law enforcement agencies and maintains effective working relationships with public and private stakeholders.

The position provides technical expertise to the Colonel on complex environmental and natural resource enforcement matters, including living marine resources, fish and wildlife, boating and maritime safety, off-road vehicles, snowmobiles, parks and recreation, hazardous waste, and other areas of environmental protection and preservation. The Lieutenant Colonel also assists the Colonel with the development and implementation of MEP policies, procedures, rules, regulations, and bargaining unit requirements.

As a member of the armed and uniformed law enforcement command staff, the Lieutenant Colonel may direct and participate in statewide enforcement operations and patrols using enforcement vehicles, patrol vessels, ATVs, snowmobiles, aircraft, drones, and other authorized resources. The position also assists the Colonel with homeland defense and emergency preparedness initiatives and provides command support during significant public health, public safety, and law enforcement incidents.

This is a full-time position based at MEP Headquarters in Chelsea and requires 24-hour, seven-day-a-week on-call availability.

Key Responsibilities

- Direct and oversee statewide law enforcement operations and personnel, including command staff and Environmental Police Officers throughout the Commonwealth, ensuring consistent and effective application of applicable laws, regulations, policies, and procedures.
- Assist the Colonel in establishing statewide enforcement priorities and in developing, implementing, and evaluating MEP policies, procedures, rules, regulations, operational strategies, and contingency plans.
- Provide senior-level guidance and technical expertise regarding the interpretation, application, and enforcement of complex environmental, natural resource, boating, marine, recreational vehicle, hazardous waste, and related laws and regulations.

- Coordinate and lead multi-agency enforcement efforts with federal, state, and local law enforcement agencies and other public and private partners, including the National Marine Fisheries Service, U.S. Fish and Wildlife Service, U.S. Coast Guard, U.S. Customs and Border Protection, and law enforcement counterparts in other states and provinces.
- Oversee personnel and employee relations matters, including performance management, discipline, recruitment, retention, training, professional development, and promotional review processes. Participate in the evaluation and selection of candidates for advancement in accordance with applicable policies, procedures, and civil service requirements.
- Oversee internal investigations and related administrative or disciplinary matters, ensuring compliance with applicable policies, procedures, professional standards, and POST Commission requirements.
- Assist the Colonel with professional standards and law enforcement compliance, including POST Commission requirements, internal affairs, use-of-force standards, bias-free policing, officer wellness, and related policies and best practices.
- Evaluate the need for and oversee specialized, covert, or complex investigations and enforcement operations, including the development and execution of appropriate operational plans.
- Oversee the development, review, and implementation of operational and contingency plans for emergency response, major enforcement operations, Homeland Defense, public safety incidents, and other critical events.
- Assist in managing MEP's programs, projects, budgets, equipment, and other enforcement resources, ensuring resources are effectively aligned with operational priorities.
- Participate in statewide enforcement operations and patrols and provide command leadership during significant incidents, emergencies, and other public safety or law enforcement matters.
- Assist in coordinating MEP enforcement and registration functions involving boating, ATV, and snowmobile laws and regulations.
- Maintain 24-hour, seven-day-a-week on-call availability to provide command support for public safety, public health, emergency response, and significant enforcement matters.

Required Qualifications

- A minimum of 10 years of experience, or equivalent experience, in municipal, state, or federal law enforcement, including at least 5 years in a progressively responsible law enforcement management or command role.
- Demonstrated experience supervising personnel and managing complex law enforcement operations, including experience coordinating multi-agency enforcement activities.
- Demonstrated experience administering disciplinary actions and addressing complex personnel and employee relations matters.
- Experience developing, implementing, managing, and reviewing organizational policies and procedures to ensure compliance with applicable laws, regulations, and strategic objectives.
- Strong knowledge of applicable laws and regulations, with the ability to interpret and apply complex statutory and regulatory requirements.
- Demonstrated sound judgment and decision-making ability in complex, sensitive, and time-critical situations.
- Strong leadership, communication, organizational, and interpersonal skills.
- Current certification as a law enforcement officer in good standing with an applicable state or federal authority, or the ability to obtain the required certification within six months of appointment.
- Ability to obtain and maintain a valid **Massachusetts driver's license** and **Massachusetts License to Carry a Firearm** as required for the position.
- As a condition of employment, the successful candidate must be a **Massachusetts resident at the time of hire or establish Massachusetts residency in accordance with applicable requirements.**

Preferred Qualifications

- Experience leading a full-service police department or a major operational division, particularly in the field of conservation or environmental law enforcement.
- Experience in environmental, natural resource, marine, wildlife, boating, recreational vehicle, hazardous waste, or other regulatory enforcement.

- Experience with **POST Commission** standards and requirements, internal affairs, use-of-force policies, officer wellness, bias-free policing, and professional standards.
- Experience with collective bargaining and the administration and interpretation of bargaining unit agreements.
- Experience with emergency response, homeland defense, and other significant public safety operations.
- Experience developing and implementing law enforcement policies, procedures, training programs, and strategic initiatives.
- A bachelor's or master's degree in a related field, or equivalent executive-level education and experience.

Qualifications - External

MINIMUM ENTRANCE REQUIREMENTS: Applicants must have at least (A) seven (7) years of full-time or, equivalent part-time, professional, administrative, supervisory, or managerial experience in a particular specialty (i.e. scientific, professional, or technical) and must possess current license and/or registration requirements established for the performance of the position, of which (B) at least three (3) years must have been in a managerial capacity.

Comprehensive Benefits

When you embark on a career with the Commonwealth, you are offered an outstanding suite of employee benefits that add to the overall value of your compensation package. We take pride in providing a work experience that supports you, your loved ones, and your future.

Want the specifics? [Explore our Employee Benefits and Rewards!](#)

An Equal Opportunity / Affirmative Action Employer. Females, minorities, veterans, and persons with disabilities are strongly encouraged to apply.

The Commonwealth is an Equal Opportunity Employer and does not discriminate on the basis of race, religion, color, sex, gender identity or expression, sexual orientation, age, disability, national origin, veteran status, or any other basis covered by appropriate law. Research suggests that qualified women, Black, Indigenous, and Persons of Color (BIPOC) may selfselect out of opportunities if they don't meet 100% of the job requirements. We encourage individuals who believe they have the skills necessary to thrive to apply for this role.