



*City of Defiance*

# Police Chief


**The City of Defiance** is seeking an experienced, dedicated, and engaged leader with excellent management and administrative skills to serve as the Chief of Police. Defiance is located in north-west Ohio, at the confluence of the Maumee and Auglaize Rivers, 60 miles west of Toledo and 45 miles east of Fort Wayne, Indiana.





**The Department** has a staff of 31 full-time uniformed officers and 3 civilian support personnel that are committed to safeguarding the well-being and security to a city of 16,971 residents in an area of 36 square miles. The department responds to approximately 19,000 calls per year.


**The Police Chief** is directly responsible for the administration and coordination of all police department functions, activities and personnel. Additional responsibilities include policy development, strategic planning, fiscal management, and personnel management. The desired candidate will inspire cooperation and confidence in others and have the ability to make strategic decision to ensure safety for all.

## Excellent Benefits Package

 Health, Dental and Vision Insurance and a Health Clinic

 Paid Vacation, Holidays & Sick Leave

 Retirement Benefits Police Pension

 Take Home Vehicle

## Qualifications

- 10 years of diverse experience as a police officer, including 3 years in a supervisory role
- Associates degree in criminal justice or related field. Additional years of experience may be substituted.
- Ohio Peace Officer Certification



**Salary Range**  
**\$88,000 - \$98,000**  
**annually**



Learn more about the City of Defiance and the Police Chief Position



[www.cityofdefiance.com](http://www.cityofdefiance.com)

To apply, please submit cover letter, resume, professional references, and certifications/degree to City of Defiance, Attn: Lanie Lambert, 631 Perry Street or llambert@cityofdefiance.com by 3:00 pm on March 14, 2025.

## CITY OF DEFIANCE

The City of Defiance is located in northwest Ohio, at the confluence of the Maumee and Auglaize Rivers, 60 miles west of Toledo and 45 miles east of Fort Wayne, Indiana. The population of the city is approximately 17,000 residents. The City of Defiance offers its residents and visitors a thriving beautiful downtown district with local shops and restaurants. The Maumee River, a state Scenic and Recreational River, runs through the City of Defiance and provides opportunities for fun and relaxation.

### THE DEPARTMENT

The Defiance Police Department is comprised of officers who strive to maintain a high degree of professionalism and service to the community on a daily basis. Our goal is to maintain our small-town atmosphere and keep Defiance a great place to live. The Defiance City Police Division is a dedicated, community-oriented law enforcement agency committed to safeguarding the well-being and security of the residents of Defiance, Ohio. Our department was established with a mission to serve and protect and to be a department that instills our **core values of Integrity, Dedication, Professionalism, and a Citizen/Police partnership.**

The Police Department comprises 31 full-time uniformed officers, including a Police Chief, Assistant Police Chief, three Lieutenants, and four Sergeants. The following are special assignments within the department: narcotics unit, K9 unit, detective bureau, bicycle patrol, range instructor, taser instructor, field training officer, school resource officer, arson investigator and hostage negotiator.

### ABOUT THE POSITION

Reports to and receives direction from the Defiance City Administrator, this position is responsible for the administration and coordination of all police department functions and activities including the protection of life and property, community relations, apprehension of criminals, and enforcement of local ordinances, state and federal laws and regulations.

Other responsibilities of the Police Chief include:

- Plans, directs, coordinates, and supervises police division operations.
- Develops and implements strategic goals, objectives, policies, procedures, and guidelines.
- Prepares, administers, and monitors the division budget.
- Develops short and long-range plans documenting manpower and equipment needs to accomplish division mission.
- Assesses crime prevention and traffic safety needs of the community. Researches new methods, technologies, laws, procedures, and techniques to improve current level of services.
- Provides vision, leadership, and strategic direction to personnel in a manner that contributes to their motivation, morale, commitment, and contribution to the department.
- Cooperates with and service as liaison with county, state and federal law enforcement agencies.
- Promotes and facilitates positive public relations through presentations, public education, outreach programs, media opportunities, and participates in promotional and special events.
- Stay current with contemporary principles and practices for police command, operations, administration, trends, leadership, and other topics important to the operations of the police department by attending training and conferences.

### IDEAL CANDIDATE

The City of Defiance is seeking an experienced, dedicated, and engaged leader with excellent management and administrative skills to serve as Chief of Police. The Police Chief will have the highest integrity and a proven record of consistency in managing both internal and external relationships to address challenges and maximize opportunities.

The successful individual should have demonstrated experience leading and managing police service in a fast-paced, ever-changing environment with the ability to make strategic decisions to ensure safety for all. The Police Chief will be a visible leader who is team-oriented and builds collaborative, trusting, and open relationships in the department and the community.

Experience with technology, innovation and advanced crime prevention and problem-solving practices is desired. The successful candidate is expected to have in-depth knowledge in all police functions, including patrol and investigations, preferably in a similarly sized city.

The chosen candidate will be a hands-on leader, who is fully engaged with the team and dedicated to achieving the department's mission. The individual who leads the Police Department must possess a high level of integrity and must operate in an open and fair manner. It is vital that the new Police Chief will be visible and involved within the community, developing and promoting effective partnerships with other local, regional, and state agencies.

## **QUALIFICATIONS**

- Associates degree in criminal justice or equivalent (Bachelor's degree preferred).
- Must have a minimum of ten (10) years of diverse experience as a full-time police officer, including three (3) years in a supervisory or administrative position.
- Additional years of experience may be substituted for an Associate's degree with high school diploma.
- Ohio Peace Officer Certification
- Possession of a valid State of Ohio motor vehicle operator's license.

## **COMPENSATION AND BENEFITS**

The salary range for this position is \$88,000- \$98,000. The entry rate is contingent upon candidate's experience, qualifications, knowledge, and ability. The City of Defiance offers a comprehensive benefits package, including medical, dental, vision, direct care medical facility, and life insurance. Vacation, personal days, holiday pay, paid sick leave, and a take home vehicle are also included.

## **APPLICATION AND SELECTION PROCESS**

Qualified candidates need to submit a cover letter, resume, professional references and copies of certifications and degree to the City of Defiance, Human Resources Manager, 631 Perry Street, Defiance, OH 43512 or by email to [llambert@cityofdefiance.com](mailto:llambert@cityofdefiance.com) by 3:00 p.m. on March 14, 2025.

Selection process includes a review of all submitted materials, community panel interview, and assessment center. On-site interviews with the City of Defiance will be offered to those candidates named as finalists. Candidate will be required to complete a background check, a driver's license review, physical and drug screening.

For more information or questions, please contact Human Resources Manager Lanie Lambert at [llambert@cityofdefiance.com](mailto:llambert@cityofdefiance.com).