



Deputy Chief of Police Springfield Police Division

Our Community

Springfield is the county seat of Clark County, Ohio. Our City is located in southwestern Ohio and is ideally situated on the Mad River, Buck Creek, and I-70, approximately 45 miles west of Columbus and 25 miles northeast of Dayton. Springfield is home to 60,000 residents, covering an area of about 26 square miles.

Springfield offers an array of arts & culture and outdoor amenities including: Clark State Performing Arts Center; Springfield Symphony Orchestra; Springfield Museum of Art, *A Smithsonian Institute*; Frank Lloyd Wright's Westcott House; Hartman Rock Garden; Heritage Center Museum; Gammon House; Buck Creek State Park; Snyder Park; Chiller Ice Rink; Ferncliff Arboretum; public and private golf courses, Splash Zone water park, 25+ community parks and 30 miles of multi-use trails.

Springfield offers an excellent public school system and a variety of higher education choices including, Wittenberg University and Clark State College. Our City is home to top-rated medical services including Mercy Health - Springfield Regional Medical Center, and boasts a diverse mix of industries including Woeber Mustard Co., Silfex, Topre, Gabes Distribution and the National Advanced Air Mobility Center of Excellence located at Springfield-Beckley Airport.



Department Overview

The Springfield Police Division is a full-service, community-focused law enforcement agency dedicated to protecting life and property while fostering trust through transparency, accountability and proactive policing. The Division delivers a broad range of services—including patrol operations, criminal investigations, traffic enforcement and specialized units—tailored to the evolving needs of the community. Committed to professionalism and continuous improvement, the Division works collaboratively with residents and partners to enhance public safety and quality of life in Springfield.



Key Responsibilities

The Deputy Chief of Police serves as the second-in-command of the Police Division and oversees the day-to-day operations of the agency. This position provides executive leadership to Division personnel, ensures the effective delivery of Police services, coordinates operational priorities across all bureaus and units and supports the implementation of the Chief's strategic vision.

The Deputy Chief advances a philosophy centered on people-first leadership, operational efficiency, lifelong learning, innovation, effective communication, transparency and proactive community engagement.

Acting on behalf of the Chief in their absence, the Deputy Chief serves as a key advisor on policy development, organizational performance and long-range planning, while building trust and confidence among employees, community members and stakeholders. The position requires sound judgment in operational and administrative decision-making, experience leading personnel through complex organizational and critical incidents and a strong understanding of emergency response and incident management.

The Deputy Chief promotes accountability, professional standards and continuous organizational improvement while working collaboratively with command staff, employees, community partners and stakeholders to ensure responsive and effective public safety services. This individual must be highly organized and methodical, ensuring the Chief remains consistently informed of significant operational and administrative matters affecting the Division.

Our Organization

- Charter City with a Council-Manager form of government
- Mayor elected at large with four Commission Members elected by the Citizens, and an appointed Clerk who serves the Commission and maintains City records
- Appointed City Manager who serves as chief executive officer
- Appointed Finance Director who serves as chief fiscal officer
- Appointed Law Director who serves as chief legal counsel to Commissioners and City Administration
- Full-service City with 9 departments and 560 employees
- Total general fund budget of \$60 million

Ideal Candidate

This key role will lead by example and hold the Division to high standards of professionalism and conduct and will possess the following knowledge, skills and abilities:

Strategic Leadership & Plan Implementation

- Serves as a principal leader responsible for executing, monitoring, and advancing the Springfield Police Division Strategic Plan, ensuring alignment with established goals, objectives and performance measures.
- Supports the Chief of Police in translating strategic priorities into actionable initiatives, policies and operational expectations.
- Regularly evaluates progress toward strategic goals and recommends adjustments to address emerging challenges, community needs and organizational trends.

People, Workforce Development & Wellness

- Promotes a people-centered organizational culture that prioritizes recruitment, retention, employee wellness, leadership development and succession planning.
- Ensures professional development programs support life-long learning, leadership growth and career advancement for sworn and civilian personnel.
- Fosters a positive labor-management environment and supports constructive relationships with bargaining units.

Operational Efficiency & Service Delivery

- Provides executive direction to command staff to ensure efficient, effective and equitable delivery of police services.
- Oversees major operational initiatives focused on data-driven policing, deployment strategies, investigative effectiveness and crime reduction efforts.
- Ensures accountability through performance metrics, workload analysis and evaluation of programs and services.

Life-Long Learning & Professional Standards

- Ensures departmental policies remain current, legally compliant, and consistent with professional accreditation and best practices.
- Supports mandatory and elective training programs and ensures leadership development initiatives are embedded throughout the organization.
- Upholds high standards of ethics, professionalism and constitutional policing.

Minimum Qualifications

- Progressive leadership experience in supervisory, administrative, or command-level roles, with demonstrated ability to lead personnel and operations.
- Must meet state requirements for sworn law enforcement certification or be eligible for immediate reciprocity.
- Valid State of Ohio driver's license required, or must obtain one within six (6) months of employment.

Preferred Qualifications

- Bachelor's degree in Criminal Justice, Public Administration, or a related field preferred. Equivalent combinations of education, training, and experience will be considered.
- Completion of command-level or executive leadership training preferred. Candidates who demonstrate the potential and commitment to complete advanced training will be considered.
- Experience supporting organizational initiatives such as strategic planning, budgeting, policy development or accreditation desired.
- Advanced education or executive leadership certifications preferred.

Ideal Candidate



Innovation & Technology Advancement

- Champions innovation and continuous improvement efforts, including the use of technology, data systems and modern policing tools.
- Supports initiatives related to body-worn cameras, records management systems, cybersecurity and mobile technology solutions.
- Encourages creative problem-solving and forward-thinking approaches to public safety challenges.

Communication & Organizational Alignment

- Ensures consistent, transparent, and timely communication between executive leadership, command staff, sworn personnel and civilian employees.
- Supports regular briefings, feedback mechanisms and internal engagement to reinforce organizational goals and expectations.
- Represents the Division in professional, civic and intergovernmental settings as delegated by the Chief.

Community Engagement & Trust Building

- Promotes proactive engagement with community members, stakeholders and partner agencies to strengthen trust and legitimacy.
- Supports initiatives that increase transparency, accessibility and collaboration with diverse communities.
- Advances public education efforts and community-oriented strategies aligned with the Strategic Plan.

Administrative & Fiscal Oversight

- Assists with budget development, fiscal management, and long-range operational forecasting to ensure strategic priorities are properly resourced.
- Oversees major projects, grants, and initiatives to ensure compliance, accountability and effective outcomes.
- Responds to critical incidents and provides command-level leadership during emergencies and major events.

Skills & Abilities

- Exceptional leadership, communication and interpersonal skills.
- Strong strategic thinking, analytical, and problem-solving abilities.
- Demonstrated ability to lead organizational change and implement strategic initiatives.
- Working knowledge of modern policing practices, technology and performance management.
- Ability to perform effectively in high-pressure situations and large-scale incidents.
- Commitment to ethics, integrity, transparency and community-focused policing.

Work Conditions

- Duties performed in both office and field environments.
- Frequent evening, weekend and on-call responsibilities.
- Requires maintaining physical, psychological and professional fitness standards.

Application Process

The City of Springfield is committed to a diverse workforce that enriches and strengthens how we advance our mission. We are proud to be an equal opportunity employer, welcoming applications from all individuals, regardless of race, gender, sexual orientation, religion, ethnicity, national origin, disability, and all the other characteristics that make us unique. Our goal is to be the place where a diverse mix of talented people want to work.

Join us in shaping the future of Springfield and making a meaningful impact on our community! This job posting will remain open until the position is filled. Applications will be reviewed beginning on July 19, 2026.



SPRINGFIELD POLICE DIVISION

130 NORTH FOUNTAIN AVENUE
SPRINGFIELD, OH 45502

Compensation & Benefits

- \$114,000 to \$146,000 annually depending on qualifications
- State of Ohio retirement
- Deferred Compensation plans
- Excellent medical benefits
- Life Insurance
- Generous paid vacation time and sick leave
- 12 paid holidays per year plus employee's birthday
- Tuition-reimbursement assistance
- Fitness room



springfieldohio.gov

Scan QR Code
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