



# EXECUTIVE SEARCH - CHIEF OF POLICE

Emmaus Borough, Lehigh County, Pennsylvania

*"Local Voices, Stronger Choices—Leadership That Reflects Community Values."*

Pennsylvania Chiefs of Police Association  
Recruiting@pachiefs.org



# Chief of Police Emmaus Borough ● Lehigh County Pennsylvania

## About the Community

Emmaus Borough is a progressive Lehigh County community of approximately 11,672 residents located on the northern slope of South Mountain, adjacent to the City of Allentown and within easy reach of Philadelphia, New York City, and the New Jersey shore. Known by its motto, "*A Community United for Progress*," Emmaus blends small-town character with regional accessibility, strong schools, active civic organizations, and a high quality of life. The Borough has earned repeated recognition for planning, sustainability, community engagement, and livability, while continuing to invest in infrastructure, parks, downtown vitality, and long-term strategic initiatives.

## About the Department



The Emmaus Borough Police Department serves a highly engaged community within a full-service municipal organization operating under the Council-Manager form of government. The independently elected Mayor oversees the Police Department, while the Borough Manager and staff lead day-to-day municipal operations in partnership with Borough Council. Emmaus is among the small percentage of Pennsylvania municipalities that maintain a broad range of in-house public services, reflecting a strong commitment to responsive local government and public safety.

The next Chief of Police should take confidence in knowing that all first-line supervisors have completed FBI-LEEDA training and that the department has achieved Premier Status through PLEAC accreditation.

The next Chief of Police must be prepared to lead a professional department in a community that values teamwork, accountability, transparency, and visible leadership. The Chief will work closely with elected officials, borough management, community organizations, schools, neighboring agencies, and residents to strengthen public trust, support officer development, and maintain high-quality police services aligned with the Borough's mission and forward-looking priorities.



## **Key Responsibilities**

- Provide strategic leadership and administrative oversight of all police department operations, including budgeting, personnel management, policy development, scheduling, training, and long-range planning.
- Develop strong working relationships with the Mayor, Borough Manager, Borough Council, department managers, employees, residents, businesses, school partners, and regional law enforcement agencies.
- Promote best practices in community policing, accountability, officer wellness, ethical leadership, emergency preparedness, and professional standards.
- Oversee recruitment, hiring, retention, supervision, discipline, performance evaluation, and professional development of department personnel.
- Help advance organizational systems, technology, reporting, fleet and equipment planning, and grant-supported or capital initiatives that improve public safety operations.
- Serve as the public face of the department through community outreach, public meetings, special events, intergovernmental coordination, and media engagement as appropriate.
- Ensure compliance with all applicable federal, state, and local laws, collective bargaining obligations, accreditation or policy standards as applicable, and sound risk-management practices.
- Lead with integrity while fostering a culture of trust, communication, teamwork, and measurable service outcomes that support the Borough's long-term vision.

## **Minimum Qualifications**

- Bachelor's degree in criminal justice, public administration, law enforcement, or a closely related field from an accredited institution.



- Minimum of ten (10) years of progressively responsible law enforcement experience, including at least five (5) years in a supervisory, command, or executive leadership role.
- Current certification as a municipal police officer in the Commonwealth of Pennsylvania, or the ability to obtain certification as required.
- Demonstrated knowledge of contemporary law enforcement practices, community policing, departmental administration, labor and personnel management, and public-sector leadership.
- Strong communication, interpersonal, and consensus-building skills, with a demonstrated commitment to ethical policing, transparency, and community engagement.
- Experience with budgeting, policy development, training, recruitment and retention, disciplinary processes, and implementation of technology or operational improvements.
- Valid driver's license and ability to successfully complete a comprehensive background investigation, physical examination, and psychological evaluation.
- Ability to establish residency in accordance with Borough requirements and maintain a response time consistent with the needs of the position.

### **Preferred Qualifications**

- Master's degree in a related field.
- Graduation from a recognized executive law enforcement leadership program such as the FBI National Academy, Southern Police Institute, PERF Senior Management Institute for Police, or an equivalent program.
- Prior command-level experience in a full-service municipality and demonstrated success leading organizational change, building culture, and strengthening community partnerships.



## **Compensation and Benefits**

Emmaus Borough invites qualified, community-focused law enforcement professionals to apply for the position of Chief of Police. The ideal candidate will bring the leadership, judgment, integrity, and vision necessary to guide policing services in a progressive, highly engaged Borough committed to teamwork, professionalism, and public trust.

- ✚ Position Title: Chief of Police
- ✚ Employer: Emmaus Borough, Lehigh County, Pennsylvania
- ✚ Reports To: Mayor, with coordination across Borough leadership
- ✚ Supervises: All police department personnel
- ✚ Status: Full-time, exempt leadership position
- ✚ Compensation: Competitive salary with a salary range between \$130,000 and \$140,000 and benefits package; *compensation commensurate with qualifications and experience.*

### Application Inclusions

Follow these instructions without exception.

- ✚ Resume or Curriculum Vitae
- ✚ Cover Letter (not to exceed one page)
- ✚ Professional biography (not to exceed one page)
- ✚ Do not include a professional photograph



### **How to Apply!**

- ✚ Email only the material listed above in a single PDF packet to:
  - Email Address: [Recruiting@Pachiefs.org](mailto:Recruiting@Pachiefs.org)
  - SUBJECT: Emmaus Borough Police Chief Search
  - Application deadline: **April 24, 2026, at 12:00 pm**

### **Equal Opportunity Employer Statement:**



Emmaus Borough is an Equal Opportunity Employer committed to diversity, equity, and inclusion. All qualified applicants will be considered for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, or any other status protected by applicable law.

Questions may be directed to the Pennsylvania Chiefs of Police Association.