



# EXECUTIVE SEARCH

## CHIEF OF POLICE

*“Lead with Integrity and a Commitment to Service!”*

Pennsylvania Chiefs of Police Association  
[Recruiting@pachiefs.org](mailto:Recruiting@pachiefs.org)



## Lancaster Township, Lancaster County, Pennsylvania Chief of Police

### Position Overview

Lancaster Township, Lancaster County, Pennsylvania, is seeking a dynamic, experienced, and community-focused leader to serve as **Chief of Police**. This is an exciting opportunity to lead a **newly re-established police department** in a growing and diverse municipality. The Chief of Police will oversee all aspects of department operations, advance public safety initiatives, strengthen community partnerships, and ensure the department operates with integrity, transparency, and accountability.

The anticipated start date is **Late Spring of 2026**

### About the Community

Lancaster Township is a vibrant suburban municipality located in Lancaster County, Pennsylvania, surrounding the City of Lancaster. With an estimated population of approximately **19,000**, the Township spans about **six (6) square miles** and includes residential neighborhoods, commercial development, parks, and recreational facilities. Lancaster Township is known for its strong sense of community, commitment to quality of life, environmental sustainability, and active civic engagement. Residents enjoy proximity to the amenities of Lancaster City while benefiting from a suburban setting focused on safety and community well-being.

### About the Department



The Lancaster Township Police Department was re-established in **2024** following several decades of service through municipal partnerships, marking a return to independent local policing. The department is headquartered at **1250 Maple Avenue, Lancaster, PA 17603**, and currently consists of approximately **15 sworn personnel**, including officers, corporals, and detectives. The department is committed to building trust through professional service and responsive community policing.

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### Key Responsibilities

The Chief of Police will be responsible for, but not limited to, the following:

- Provide strategic leadership and operational oversight, including budgeting, personnel management, and policy development.

- Foster and maintain positive working relationships with Township officials, residents, businesses, and regional law enforcement partners.
  - Ensure compliance with all applicable federal, state, and local laws, and promote best practices in community policing, crime prevention, and emergency response.
  - Oversee recruitment, hiring, training, performance management, and professional development of department personnel.
  - Manage department resources including equipment, technology, and facilities.
  - Represent the department at public meetings, community events, and in media interactions as needed.
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### **Minimum Qualifications**

Qualified candidates should possess:

- Bachelor's degree in criminal justice, public administration, or a related field.
  - Minimum of **10 years** of progressive law enforcement experience, including at least **5 years** in a supervisory or command-level role.
  - Current certification as a police officer in Pennsylvania (or ability to obtain certification as required).
  - Demonstrated knowledge of modern policing practices, including community policing, crisis management, and departmental administration.
  - Strong leadership, communication, and interpersonal skills, and a demonstrated commitment to diversity, equity, and inclusion.
  - Experience with budgeting, technology initiatives, and grant administration preferred.
  - Valid driver's license and ability to successfully complete comprehensive background investigation, physical exam, and psychological evaluation.
  - Residency within a reasonable distance of Lancaster Township is required within **12 months** of hire.
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### **Preferred Qualifications**

- Master's degree in any related field.
  - Graduation from recognized executive law enforcement academic programs such as the FBI National Academy, Southern Police Institute, PERF SMIP, or equivalent.
  - A minimum of fifteen (15) years of progressively responsible law enforcement experience, including at least five (5) years in a command-level role with commensurate operational or administration responsibilities (Lieutenant or above).
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### **Compensation and Benefits**

- Salary range: **\$125,000 – \$145,000**, commensurate with experience and qualifications.
  - Comprehensive benefits package including health insurance, retirement, paid time off, and professional development opportunities.
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### **Application Process**

Interested candidates should submit a **cover letter, resume, and three (3) professional references** to:

#### **PA Chiefs Recruitment Center**

 Email: [recruiting@pachiefs.org](mailto:recruiting@pachiefs.org)

Applications will be accepted through **February 25, 2026**.

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### **Equal Opportunity Employer**

Lancaster Township is an equal opportunity employer and encourages applications from qualified candidates of diverse backgrounds. All submissions will be treated confidentially.

Questions may be directed to the Pa Chiefs of Police Association at [gsimpson@pachiefs.org](mailto:gsimpson@pachiefs.org) or at 717-236-1059 ext. 107