



CHIEF OF POLICE

An Executive Leadership Opportunity

***Lead the Next Chapter of Policing in Macungie Borough
Lehigh County, Pennsylvania***

*Macungie is seeking an executive who sees opportunities in transition - and
who wants the chance to build something that lasts.*

Macungie Borough, Lehigh County, Pennsylvania

Recruitment Profile

POSITION AT A GLANCE

Position	Chief of Police
Community	Borough of Macungie, Lehigh County, Pennsylvania
Leadership Focus	Organizational renewal, systems-building, employee development, accountability, community engagement, and long-term sustainability
Salary	\$115,000 to \$130,000 based on qualifications and a generous fringe benefit package.
Residency	Residency is preferred within 35-mile radius to the police headquarters.

THE OPPORTUNITY

The Borough of Macungie, Lehigh County, Pennsylvania, invites accomplished, innovative, and community-minded law enforcement professionals to consider an exceptional opportunity to serve as its next Chief of Police.

Macungie is seeking more than an administrator to occupy the Chief's office. The Borough seeks an executive leader who is energized by opportunity, comfortable leading during organizational transition, and prepared to help shape the future of a community police department.

This is an opportunity for a leader who wants to make a difference.

The next Chief will have the ability to influence organizational culture, strengthen systems and accountability, develop employees, modernize practices, enhance community relationships, and establish a sustainable framework for professional policing well into the future.

Macungie is not seeking change merely for the sake of change. Rather, the Borough seeks a thoughtful executive capable of evaluating the organization, identifying what should be preserved, recognizing where improvement is necessary, and establishing priorities that move the Police Department forward.

For the accomplished police professional who views leadership as an opportunity to build, develop, and leave an organizational legacy, Macungie presents a particularly compelling opportunity.

THE COMMUNITY

Macungie is a historic and distinctive community located in southwestern Lehigh County in Pennsylvania's growing Lehigh Valley.

First settled by Pennsylvania German immigrants during the 18th century, the community was originally established as Millerstown and incorporated as a borough in 1857. The Borough was renamed Macungie in 1875 and today is the second-oldest borough in Lehigh County. Its name reflects the area's longstanding regional identity and history.

Although geographically compact at approximately one square mile, Macungie is home to just over 3,000 residents and maintains the traditional character of a Pennsylvania borough while being surrounded by one of the fastest-developing areas of the Lehigh Valley. The Borough is

approximately six miles southwest of downtown Allentown, with Pennsylvania Route 100 serving as its principal transportation corridor and providing connections to the greater Lehigh Valley transportation network.

The result is a community that retains a small-town identity while existing within a much larger and increasingly dynamic metropolitan region.

Macungie's traditional Main Street, established neighborhoods, community organizations, parks, businesses, civic institutions, and locally focused municipal government contribute to an environment where relationships matter and municipal leadership remains highly visible.

For a Chief of Police, that accessibility creates an unusual professional opportunity: the ability to know the community personally, understand its expectations, interact directly with residents and community leaders, and see the impact of effective leadership firsthand.

QUALITY OF LIFE

Macungie offers the character and personal connection of a small community with convenient access to the broader educational, cultural, employment, healthcare, transportation, and recreational opportunities of the Lehigh Valley.

Recreation is an important component of community life. Macungie Memorial Park is a substantial recreational facility located in the heart of the Borough and includes a swimming pool, athletic courts, ball fields, picnic facilities, meeting spaces, and areas for passive recreation. The Borough is also home to Kalmbach Memorial Park and the centrally located Macungie Flower Park.

Community events attract residents and visitors throughout the year. Among the most recognizable is Das Awkscht Fescht, a long-standing antique and classic automobile festival held at Macungie Memorial Park.

These characteristics create both opportunities and responsibilities for the Police Department. The next Chief will lead an agency serving not merely a residential population but a community that regularly welcomes visitors, hosts significant public events, and interacts with neighboring municipalities throughout the region.

MUNICIPAL GOVERNMENT

Macungie operates under Pennsylvania's borough form of municipal government.

The Borough is governed by an elected seven-member Borough Council and an elected Mayor. Borough administration is supported by professional staff, including the Borough Manager and other municipal employees and professional advisors.

The Chief of Police occupies an important position within that municipal structure.

The successful candidate must therefore be comfortable operating not only as a law enforcement commander but also as a municipal executive and professional advisor.

The Chief will be expected to develop productive relationships with the Mayor, Borough Council, Borough Manager, municipal staff, neighboring public-safety executives, county and state partners, community organizations, businesses, and residents.

Effective communication with elected officials will be particularly important. The Chief must be capable of translating complex operational issues into understandable recommendations, presenting realistic budget and resource needs, anticipating emerging public-safety concerns, and providing independent professional advice while respecting the policy-making responsibilities of elected officials.

THE MACUNGIE POLICE DEPARTMENT

The Macungie Police Department provides municipal law enforcement services from its headquarters at 21 Locust Street, Macungie, Pennsylvania.

The Department includes supervisory and patrol personnel and continues to recruit police officers as part of maintaining its service capability. The Borough also participates in regional law enforcement recruitment and professional partnerships within the Lehigh Valley.

The Police Department serves a geographically compact but active community requiring the Chief to balance traditional patrol responsibilities, traffic and community concerns, special events, administrative responsibilities, employee development, intergovernmental relationships, and contemporary professional policing expectations.

Because of the Department's size, the Chief cannot lead solely from an administrative office.

The successful candidate must be willing to remain engaged with employees and operations while simultaneously developing the organization strategically.

THE LEADERSHIP OPPORTUNITY

The next Chief of Police will assume leadership during an important period in the evolution of the Macungie Police Department.

That circumstance should appeal to the right candidate.

Macungie offers an opportunity for an experienced executive or initiated supervisor ready for the next step to evaluate an organization comprehensively and help establish its direction for the future.

The incoming Chief will be encouraged to listen first, assess carefully, establish priorities, and lead deliberately.

Some practices and traditions will deserve preservation. Others may benefit from refinement or modernization. New systems may need to be developed. Employees will need clear expectations, consistent leadership and meaningful opportunities for professional development.

The Borough seeks a Chief capable of distinguishing among those needs and developing a thoughtful course of action.

The successful candidate should recognize that enduring organizational improvement is rarely accomplished through a single initiative. It is achieved by creating systems that consistently support professional behavior and sound decision-making.

Areas of organizational focus may include:

- organizational structure and supervisory responsibilities;
- policy development and compliance;
- employee expectations and accountability;
- training and professional development;
- succession planning and leadership development;
- scheduling, staffing and deployment;
- recruitment and retention;
- technology and records systems;
- evidence and property management;
- internal communication;
- performance management;
- budgeting and long-range capital planning;
- community engagement;
- interagency cooperation; and
- organizational culture.

The next Chief will have an opportunity to help ensure that these systems support one another and collectively reinforce the professional standards expected by the Borough.

A BUILDER'S OPPORTUNITY

Some executive positions require a new leader primarily to maintain an established organizational course.

Macungie offers something different.

The next Chief will have an opportunity to help define that course.

For a candidate motivated by organizational development, this represents one of the most attractive aspects of the position.

The Chief will have the ability to work with employees and municipal leadership to establish expectations, strengthen processes, develop personnel, modernize systems, and create a professional framework capable of enduring beyond the tenure of any individual executive.

The Borough seeks a leader who understands that organizational culture is influenced not simply by what leaders say, but by what the organization consistently teaches, rewards, corrects, permits, and expects.

Accordingly, the Chief should be willing to establish clear standards while creating an environment in which employees understand their responsibilities, receive appropriate guidance, and have opportunities to grow professionally.

The objective is not simply a better-functioning department today. It is the development of an organization positioned to remain effective five, ten, and fifteen years into the future.

LEADERSHIP PRIORITIES

Organizational Assessment and Strategic Direction

Conduct a comprehensive review of Police Department operations, organizational structure, policies, personnel practices, training, equipment, technology, and administrative systems. From that assessment, establish realistic short-, intermediate-, and long-term priorities for the Department.

Organizational Culture

Develop a professional environment characterized by integrity, accountability, communication, consistency, teamwork, and mutual respect. The next Chief should be capable of establishing expectations while also creating opportunities for employees to participate meaningfully in organizational improvement.

Policy and Professional Standards

Ensure that Department policies and practices are current, legally sound, operationally practical, consistently applied, and aligned with contemporary professional policing standards. Policy should serve not merely as a compliance document but as an organizational system that supports consistent decision-making.

Leadership and Employee Development

Strengthen supervisory practices and create meaningful opportunities for training, mentoring, professional development, and succession planning. The Borough seeks a Chief who recognizes that one of an executive's most important responsibilities is developing the organization's next generation of leaders.

Recruitment and Retention

Evaluate current and future staffing needs and develop strategies to attract, select, develop, and retain qualified police personnel in an increasingly competitive labor environment.

Community Engagement

Maintain a visible presence within the community and develop meaningful relationships with residents, businesses, community groups, schools, civic organizations, and other stakeholders. Community engagement should be considered an ongoing leadership responsibility rather than an occasional program.

Municipal Collaboration

Develop a strong professional working relationship with Borough officials and municipal staff. The Chief should provide timely and well-supported recommendations concerning public safety, personnel, budgeting, equipment, capital needs, policy, and emerging community concerns.

Regional Partnerships

Maintain productive relationships with neighboring law enforcement agencies, the Pennsylvania State Police, Lehigh County public-safety organizations, prosecutors, emergency-service organizations, and other governmental partners.

Long-Term Organizational Sustainability

Move the Department beyond reliance upon informal practices or individual knowledge wherever possible. The Chief should build systems that promote continuity, institutional knowledge, accountability, and effective operations regardless of personnel changes.

THE IDEAL CANDIDATE

Macungie seeks a confident but approachable executive.

The successful candidate will understand contemporary policing while appreciating the unique nature of leading a small municipal police organization.

Candidates should possess sufficient experience to make difficult decisions but enough professional maturity to recognize that leadership does not require having all the answers on the first day.

Strategic. Able to see beyond immediate operational demands and identify long-term organizational needs.

Visible. Comfortable interacting personally with residents, employees, elected officials and community stakeholders.

Accessible. Willing to listen to different perspectives while retaining responsibility for executive decision-making.

Decisive. Prepared to address difficult personnel, operational, organizational and community issues when necessary.

Collaborative. Able to work effectively within the Borough's governmental structure and build productive partnerships.

Developmental. Committed to improving employees and supervisors rather than simply managing them.

Accountable. Prepared to establish expectations and apply them fairly and consistently.

Innovative. Open to new technologies, practices and approaches when they genuinely improve service delivery or organizational effectiveness.

Politically astute without being political. Able to understand the interests and responsibilities of elected officials and community stakeholders while maintaining professional independence and sound judgment.

Grounded. Comfortable performing the practical work necessary to lead a smaller organization while still thinking and functioning as an executive.

Above all, the Borough seeks a Chief who possesses integrity, emotional intelligence, professional courage and sound judgment.

EXECUTIVE EXPECTATIONS

The Chief of Police will serve as the senior law enforcement executive for the Borough and will be expected to:

- provide overall leadership and direction to the Police Department;
- establish and communicate organizational priorities;
- develop and administer Department policies and procedures;
- supervise, mentor and evaluate Department personnel;
- ensure compliance with applicable federal and state law and professional requirements;
- manage Departmental budgeting and recommend appropriate resource allocations;
- establish short- and long-range capital and equipment plans;
- support recruitment, selection, retention and professional development of employees;
- promote accountability and ethical conduct;
- oversee operational and administrative functions;
- develop meaningful performance measures;
- maintain effective internal communication;
- work collaboratively with the Mayor, Borough Council and Borough administration;
- represent the Department publicly;
- maintain effective working relationships with regional law enforcement and public-safety partners;
- communicate effectively during critical incidents and matters of community concern; and
- continually evaluate opportunities to improve police services and organizational effectiveness.

PROFESSIONAL QUALIFICATIONS

The Borough seeks candidates possessing a combination of education, professional experience, executive potential and demonstrated leadership accomplishment.

At a minimum, candidates should possess progressively responsible law enforcement experience that includes meaningful supervisory and command responsibility.

Preference may be given to candidates demonstrating experience in areas such as:

- police command or executive leadership;
- municipal law enforcement administration;
- organizational change or transition;
- strategic planning;
- policy development;
- employee and supervisory development;
- labor and personnel relations;
- budgeting and resource management;
- community engagement;
- professional standards;
- recruitment and retention;
- accreditation or recognized best-practice programs;

- intergovernmental collaboration; and
- technology implementation.

A bachelor's degree in criminal justice, public administration, organizational leadership, business administration, or a related field is preferred.

A master's degree or other advanced education is desirable but not required.

Graduation from recognized advanced leadership programs, including programs such as the FBI National Academy, Northwestern University School of Police Staff and Command, Southern Police Institute, New Jersey State Association of Chiefs of Police Command & Leadership Academy, Penn State POSIT, or comparable executive-development programs, will be viewed favorably.

Candidates must possess or be capable of obtaining within the period required by Pennsylvania law, appropriate certification through the Pennsylvania Municipal Police Officers' Education and Training Commission (MPOETC).

Equivalent combinations of education, training and executive law enforcement experience may be considered.

PENNSYLVANIA EXPERIENCE

Prior service within Pennsylvania municipal policing may be beneficial but is not an absolute barrier for an otherwise exceptional candidate.

Experienced executives from outside Pennsylvania who possess demonstrated success leading municipal law enforcement organizations and who are willing and able to satisfy Commonwealth certification requirements are encouraged to consider the opportunity.

The Borough's objective should be to identify the best executive leader for Macungie, while ensuring that the successful candidate can fully comply with Pennsylvania requirements.

COMPENSATION AND BENEFITS

The Borough of Macungie intends to offer a competitive executive compensation package designed to attract an accomplished law enforcement leader.

SALARY

\$115,000 to \$130,000 annually

Final compensation will reflect the successful candidate's education, experience, professional credentials, demonstrated leadership record and overall qualifications.

The Borough also provides a competitive employee benefits package. Specific benefit provisions applicable to the Chief of Police position will be discussed with candidates advancing through the selection process.

RESIDENCY

Residency within the Borough is not required. A reasonable response-time or 35-mile radius is preferred.

THE SELECTION PROCESS

The Borough of Macungie intends to conduct a professional, structured, and competitive executive selection process designed to evaluate candidates beyond the traditional resume and interview.

The process will be administered with assistance from the Pennsylvania Chiefs of Police Association (PCPA).

Candidates should anticipate multiple stages of review designed to evaluate professional background, leadership accomplishment, communication ability, decision-making, organizational judgment, interpersonal effectiveness, strategic thinking, and readiness to assume executive responsibility.

1. Application and Resume Review

Evaluation of professional experience, career progression, education, command responsibilities, accomplishments and demonstrated alignment with Macungie's leadership needs.

2. Candidate Video Questions

Selected candidates will be asked to participate in a non-interactive video interview. This process will address leadership philosophy, professional accomplishments, organizational-change experience, and interest in the Macungie opportunity.

3. Preliminary Candidate Review

Candidates demonstrating the strongest alignment with the position profile will be invited to participate in the Structured Executive Assessment exercises.

4. Structured Executive Assessment

Final or semi-final candidates may participate in professionally designed exercises intended to evaluate executive competencies relevant to the Chief of Police position. These may include structured interviews, analytical or presentation exercises, executive management exercises, or other validated assessment methods.

5. Finalist Interviews

Candidates advancing through the professional assessment process may be invited to interview with Borough elected and appointed officials.

6. Background Investigation and Pre-Employment Review

A comprehensive background investigation and other appropriate pre-employment examinations will be required of the candidate selected to advance toward appointment.

The Borough reserves the right to modify individual stages of the process based upon the size and qualifications of the applicant pool.

A MESSAGE TO PROSPECTIVE CANDIDATES

A successful career in policing can eventually present an executive with an important professional question:

Do I want simply to lead an organization - or do I want the opportunity to help build one?

Macungie offers the latter.

The next Chief of Police will have the opportunity to work with elected officials, municipal professionals, police employees, community leaders and residents to establish a thoughtful vision for the future of the Department.

There will be work to accomplish.

That is part of the attraction of the position.

The Borough is particularly interested in candidates who see organizational transition not as something to avoid, but as an opportunity to listen, learn, improve, develop people, establish systems and create lasting value.

For the executive who enjoys developing organizations, solving problems, mentoring people, and transforming good intentions into sustainable systems, Macungie offers the possibility of a highly rewarding next chapter.

The Borough does not expect its new Chief to arrive with a predetermined solution for every issue.

It does expect the Chief to arrive prepared to lead!

HOW TO APPLY

Qualified candidates should only submit the documents below – no pictures or training records:

- a cover letter establishing your interest;
- a dated and comprehensive resume;
- a professional biography.

Application Administrator	Pennsylvania Chiefs of Police Association
Division	Testing & Consulting Division
Application Email / Portal	Recruiting@pachiefs.org
Application Deadline	October 23, 2026 at 12:00 pm
Recruitment Contact	Gerald R. Simpson – PCPA
Contact Information	302-985-3813 / gsimpson@pachiefs.org

Applicants should not submit application materials directly to individual members of Borough Council, the Mayor, Borough employees, or members of the Macungie Police Department unless specifically directed as part of the selection process.

EQUAL OPPORTUNITY

The Borough of Macungie is an Equal Opportunity Employer and encourages qualified candidates from diverse professional and personal backgrounds to apply.

LEAD THE NEXT CHAPTER.

An opportunity to build, develop, and help shape the future of policing in Macungie.