



TOWN OF ROSS

invites applications for

CHIEF OF POLICE



CHIEF OF POLICE

The Town of Ross is seeking a full-time, hands-on Chief of Police. This position will assume full management responsibility for all Police Department functions and activities.



IDEAL CANDIDATE

The Town of Ross Chief of Police will be an exceptional law enforcement professional of impeccable character and integrity, who can lead the Ross Police Department with outstanding interpersonal skills, and a strong work ethic. The successful candidate will have a deep commitment to serve and interact with the community, Town staff, and will have a proven track record of implementing, directing, and problem-solving effective community policing. They will be a flexible and empathetic leader and mentor who sets the example for high professional standards and encourages an environment that supports success and growth in the department. This individual will be adept at skillfully developing community partnerships with the Ross School District, Branson School and College of Marin, and understanding the Marin County law enforcement community.

Candidates are required to have a Bachelor's Degree, a Master's Degree is desirable, and seven years experience in municipal police work including five years in a supervisory capacity.



The Ross Community



Ross is located in the heart of the Ross Valley in Marin County, approximately 12 miles from the Golden Gate Bridge and 6 miles from the Richmond-San Rafael Bridge. It is primarily a single family residential community of approximately 2,530 residents. Our town center includes the wonderful Ross Common, the nationally renowned Ross School and the charming small, Ross commercial area.

THE POSITION

(not limited to the following)

The position assumes full management responsibility for all Police Department functions and activities, including emergency and disaster preparation and response. The Chief develops, directs, and coordinates the implementation of goals, objectives, procedures and policies for the Police Department. They will exercise direct supervision over assigned personnel. The Chief may participate in Patrol and Traffic assistance when needed. This position does not have a second in command, resulting in greater participation by the Chief and Sergeants. The Chief is a direct report to the Town Manager and interacts with Town Staff for Town-wide problem solving.



CHIEF OF POLICE



ABILITY TO:

- Plan, direct and control the administration and operations of the Police Department.
- Communicate effectively and concisely, both orally and in writing.
- Supervise, train, evaluate, schedule and organize the work of subordinate personnel.
- Effectively mentor and develop subordinate employees.
- Maintain confidentiality regarding sensitive information.
- Facilitate problem solving, conflict resolution and resolve personnel grievances.
- Prepare and administer program budgets, grants and staff reports.
- Develop, implement and administer department goals, objectives, policies and procedures for providing effective and efficient services.
- Identify and respond to community, Town Manager and Town Council issues, concerns and needs.
- Work with diverse groups and individuals to build and maintain relationships.
- Effectively develop and maintain community relationships.
- Deal with different expectations of police services, show compassion, and build consensus in developing approaches to police services.
- Recognize complexity of race, equity, and inclusion in local and national policing and welcome constructive dialogue to address critical issues.
- Operate a variety of public safety equipment, including computers and related applications.
- Uphold Townwide and department goals and values of integrity, teamwork, accountability, commitment, and excellence.

- Demonstrated ability to use language skills necessary to communicate effectively verbally and in writing.
- Work evenings and occasional weekends as required.

COMPENSATION & BENEFITS

The annual salary range for the Police Chief is \$210,000 - \$225,000; placement within the range is dependent on qualifications and experience. Salary is supplemented by an attractive benefits package including:

- CalPERS Retirement 3% at 55 for Classic employees; 2.7% at 57 for PEPRA members
- Medical paid to family Kaiser rate
- Dental Coverage
- Vacation, Administrative, Sick Leave
- LongTerm Disability & Life Insurance
- Assigned duty automobile
- 13 Paid Holidays
- Town participates in Social Security

HOW TO APPLY

Qualified applicants are invited to apply by submitting the following:

- Cover letter
- Resume including the month/year of employment
- Town of Ross Employment Application found at <https://www.townofross.org/hr>

Submit application materials via email to Cyndie Martel, Town Clerk at cmartel@townofrossca.gov.

Deadline to apply: January 9, 2026

After the closing date, preliminary interviews will be granted to applicants with the most relevant qualifications. Candidates deemed the best qualified will be expected to participate in selection activities scheduled for the last week of January.

The Town anticipates making an appointment following the completion of California POST-compliant background and reference checks. Please note that references will not be contacted until mutual interest has been established.

Please contact the Town Clerk if you have questions about the position or the recruitment process at 415.453.1453, ext 105. www.townofrossca.gov

The Town of Ross is an equal opportunity employer.