



Position Announcement Major Cities Chiefs Association

The Major Cities Chiefs Association (MCCA) is conducting a national search for the position of Executive Director. The Executive Director is the MCCA chief executive officer and is appointed by and reports to the President and Board of Directors. The Board is seeking a strong leader who can manage the day-to-day affairs of the association, represent the association in a wide range of settings, and plan for the future growth and stability of the organization.

The Major Cities Chiefs Association

MCCA is a professional association of Chief police executives representing the largest cities in the United States and Canada. MCCA membership is comprised of Chiefs and Sheriffs of the sixty-nine largest law enforcement agencies in the United States and ten largest in Canada. They serve 81.9 million people (70.4 US and 11.5 Canada) with a workforce of 185,183 (163,244 US and 21,939 Canada) officers and non-sworn personnel.

MCCA Mission

The mission of MCCA is to provide a forum for police executives from large population centers to address the challenges and issues of policing, to influence national and international policy that affects police services, to enhance the development of current and future police leaders, and to encourage and sponsor research that advances this mission.

MCCA Vision

The Major Cities Chiefs Association is the place where police executives and others come to learn and collaborate. MCCA is a primary place where policy makers, researchers, government leaders, and the media turn when wanting to know the best international policing practices; to test innovations in police operations and technology; and to seek advice and assistance on specific policing issues. It is where its members learn how to improve themselves, their executive command staff, and their departments. The MCCA and its member departments represent excellence in policing.

Guiding Principles

The mission and vision of MCCA will be achieved by all members working together and being guided by the following principles.

Leading – We are the association of police leaders who are shaping policing by examining the difficult issues, influencing national and international discussions and policies on policing issues, and demanding excellence in police services not only among our membership but throughout the profession. Our work leads to increasing public trust in policing and enhancing the legitimacy of our profession.

Collaboration – Our work must be done in partnership and collaboration with our communities and other policing organizations, universities, policy and research organizations, government executives and legislators, and federal, state and local law enforcement. We recognize that globalization means we share issues, problems, goals and solutions with other countries.

Knowledge-Based Practice – We value life-long learning and understand that policing is ever changing. We also know that the work of a police executive of a major city agency is demanding and complex. Education, support, mentoring, and assistance will be provided to our members and others. We will work with others to improve the science and art of executive police leadership.

Innovation – As the leaders of the major police agencies, we have a responsibility to help advance the profession of policing. This will be done by encouraging our members to open their departments as learning laboratories, by advocating for funding to develop and test new technology, practices, and approaches.

Strategic Goals

Guide national and international policy that affects public safety and major cities.

- Establish a legislative and policy agenda.
- Discuss and develop position papers on important policing and policy issues.
- Publicly advocate for policies and programs that affect our membership.
- Develop materials and enhance the MCCA website so it becomes an important source of public policy information on policing.
- Be recognized as a leading international organization

Develop current and future police executive leaders.

- Develop and participate in programs designed to improve the leadership ability of current and future police executives.
- Provide educational and experiential opportunities to senior executives.

Promote innovation and evidenced-based practices in policing.

- Establish a research agenda and advocate for a federal research and program agenda that addresses the issues of major cities.
- Encourage member agencies to become operational and technology test sites and to work with researchers to test programs effectiveness.
- Be a resource to members as they address issues within their department and jurisdiction.
- Provide assistance to non-member departments around specific issues.
- Promote the sharing of innovation between countries.

Governance Structure

An eight-member Board of Directors elected by the membership for two-year terms governs MCCA.

- **President** – Chief Tom Manger, Montgomery County, MD (Term expires 12/31/18)
- **1st Vice President** – Chief Art Acevedo, Houston, TX (Term Expires 12/31/18)
- **2nd Vice President** – Chief Jerry Dyer, Fresno, CA (Term Expires 12/31/17)
- **Eastern Region**
 - Chief Jim Cervera, Virginia Beach, VA (Term Expires 12/31/18)
 - Chief Kim Jacobs, Columbus, OH (Term Expires 12/31/17)
- **Central Region**
 - Chief Janee Harteau, Minneapolis, MN (Term Expires 12/31/17)
- **Western Region**
 - Chief Michael Brown, Salt Lake City, UT (Term Expires 12/31/18)
- **Canadian Region**
 - Chief Jennifer Evans, Peel Regional Police, ON (Term Expires 12/31/18)

The President, First and Second Vice Presidents are limited to two consecutive two year terms. Regional members do not have term limits.

The Board meets formally four times a year. They meet at each of the 3 MCCA meetings a year and conduct an annual two-day retreat.

The Board has overall responsibility for MCCA including appointing the Executive Director. In addition to the Executive Director, the Board employs an Associate Director who is responsible for meeting planning, administrative functions and the sponsor program. The Executive Director and Associate Director are contract employees. MCCA is supported by the Lafayette Group who is under contract to provide legislative and policy support in Washington DC. An attorney who serves MCCA on a pro bono basis provides legal advice.

MCCA has established several committees to help achieve association goals:

- Drug Commanders (Inactive)
- Financial Managers Group
- Forensic Science Group
- Homeland Security Committee
- Human Resources and Emerging Issues Committee
- Intelligence Commanders Group
- Legal Advisors Group
- Legislative Committee
- Public Affairs Group (Inactive)
- Technology Committee
- Psychologist's Committee (Developing)

MCCA Police Executive Leadership Institute (PELI)

An important Major Cities Chiefs Association (MCCA) strategic goal is to develop current and future leaders. MCCA developed a leadership program aimed at high-level police executives who have a strong desire to become a police chief or sheriff. The Police Executive Leadership Institute (PELI) has completed four classes. Recruitment for the fifth class will begin in June 2017.

PELI consists of five components spread over a seven-month period of time. There are two classroom sessions, a 360-Degree Assessment, a visit to the mentor's agency, and participation in a mock interview.

Two Classroom Sessions. Classroom sessions are scheduled over a four-day period. The first day begins at noon and the session concludes at noon on day four. For the 5th class, the first session was held at the Motorola Innovations Center in Chicago, IL - September 19-22, 2017. The second session is scheduled for March 6-9, 2018 at the U.S. Holocaust Memorial Museum in Washington, DC.

360-Degree Assessment. The Emotional and Social Competency Inventory, coordinated by Korn Ferry, provides a tool for leaders to receive feedback on how they and others perceive their emotional intelligence competencies.

Mentors. Each member of PELI is assigned an experienced MCCA chief executive to serve as a mentor. Participants have the opportunity to visit their mentor and agency for 3 to 5 days in between the two classroom sessions.

Mock Interview. Each member of the class will participate in a mock interview panel as an applicant for a Chief's position. Each participant will be assigned a current issue from another class member's city. They are to research the issue and be prepared to make a presentation on how to address the issue and answer questions from the interview panel.

Class members are expected to participate in all program sessions and activities. Program costs will be shared between MCCA and participants. Expenses for faculty, mentors, food, and lodging are covered by MCCA through a grant from the **Motorola Foundation**. Participant's agencies are expected to pay for transportation costs and salaries for the classroom sessions and all expenses for the mentor agency visit.

PELI is also supported through a partnership with the **United States Holocaust Memorial Museum** by providing classroom space and meals during the second session of the program. A core faculty that developed the curriculum and revises it for each class supports PELI. The faculty volunteers their time for this work.

The Executive Director is a member of the core faculty and serves as overall coordinator and administrator for the program. This includes submitting funding proposals and developing reports for the funder. The Motorola Foundation support has been year to year – identifying a sustained funding source is an important responsibility of the Executive Director. The MCCA Associate Director provides support for PELI through handling on site lodging, transportation, and meals for participants and faculty.

The Ideal Candidate

The MCCA President and Board are seeking an individual who has a strong record of leadership with an understanding of national issues and challenges in policing. Candidates must have the ability to manage a small association with a diverse membership of Chiefs and Sheriffs from the largest agencies in North America. The successful candidate must have demonstrated success in working in a collaborative manner to solve problems and achieve goals that require building a consensus. The ideal candidate must also be a self-starter with a strong work ethic and have the ability to work in a home office with limited staff assistance. The executive director must be responsive to the President and Board of Directors and have the ability to work within the framework of broad general direction. Although not required, qualified candidates in close proximity to the Washington DC metropolitan area will be given strong consideration.

Competencies and Personal Characteristics

- Honesty and Integrity
- Communications – strong written and oral communications skills
- Political savvy – ability to work in a complex political environment
- Policing acumen – a strong knowledge and understanding of policing practices and challenges
- Decisive – makes informed decisions based on analysis, experience and professional judgment
- Supportive – ability to support and provide advice to the membership
- Consensus builder – ability to build a consensus with members and other organizations to achieve goals

Qualifications

Experience – The new MCCA ED will have at least 15 years of experience with 5 of those years at a senior executive level in policing, public safety or association management. Candidates must have a proven track record of being able to work with a diverse group of individuals and organizations to achieve goals. Experience and success in the public and private grant making process is highly desirable.

Education – A bachelor's degree is required. A post-graduate degree is highly desirable.

Compensation

The salary is negotiable with a range of \$150,000 to \$175,000 annually. This is a contract position that does not include benefits. Terms of employment are spelled out in an agreement with the ED and the Board of Directors.

How to Apply

Applications will be accepted electronically from May 15 through June 15, 2017. Applications should be submitted to MCCA Executive Director Darrel Stephens at stephens@majorcitieschiefs.com. Applications must include a cover letter, resume, current salary, and three professional references.

Questions

Questions should be directed to Darrel Stephens at stephens@majorcitieschiefs.com or 704-814-7378 (Office), 704-996-5457 (Cell).