

Notice of Job Opening

Position: Chief of Police

Applicants must meet the requirements outlined in the enclosed job description.

PLEASE NOTE: This position is pending Municipal and New York State Civil Service Classification into the Exempt class. An individual who meets the minimum qualifications as stated in the job description may fill this position on a provisional basis.

Department: Albany Police Department

Vacancies to be filled: 1

Rate of Pay: \$165,000 - \$179,320 Annually
Commensurate with qualifications and experience

Schedule: 40 hours/week

Application Deadline: **Until Filled**
All applicants must submit an application online via jobs.albanyny.gov to be considered for the job opening.

Residency Preference: YES

Preference in hiring is given to qualified City of Albany residents. All candidates must reside in the following counties at the time of appointment and throughout their employment. Proof of residency will be required at time of appointment.

- Albany County
- Rensselaer County
- Schenectady County
- Saratoga County
- Greene County
- Columbia County
- Schoharie County

The City of Albany is an Equal Opportunity /Affirmative Action Employer.

Posted on Monday, August 24th, 2026

CHIEF OF POLICE

DISTINGUISHING FEATURES OF THE CLASS: The Police Chief serves as the executive and administrative head of the Albany Police Department and is responsible for the overall leadership, direction, planning, and management of all departmental operations, personnel, programs, and public safety initiatives. The incumbent develops and implements modern policing strategies emphasizing community policing, procedural justice, transparency, accountability, officer wellness, violence reduction, and collaborative partnerships with residents, businesses, neighborhood organizations, schools, and governmental agencies. The work involves significant independent judgment in the administration of a full-service urban police department serving a Albany's diverse community with complex public safety needs. The Police Chief reports directly to the Mayor and/or designee.

TYPICAL WORK ACTIVITIES: (Illustrative Only)

- Directs and administers all operations and activities of the Albany Police Department;
- Develops departmental goals, policies, procedures, strategic plans, and public safety initiatives;
- Leads department efforts related to community policing, neighborhood engagement, violence prevention, and public trust building;
- Maintains strong working relationships with residents, community organizations, businesses, schools, elected officials, and other governmental agencies throughout the City of Albany and Capital Region;
- Oversees crime prevention strategies, emergency response operations, investigations, patrol functions, and special operations;
- Ensures compliance with federal, state, and local laws, accreditation standards, and departmental policies;
- Directs recruitment, training, professional development, discipline, and evaluation of department personnel;
- Oversees departmental budgeting, fiscal administration, grant opportunities, and resource allocation;
- Develops and implements modern policing strategies utilizing data analysis, technology, and evidence-based practices;
- Responds to major incidents, emergencies, and critical public safety events;
- Represents the department before community groups, the media, governmental entities, and professional organizations;
- Collaborates with criminal justice, social service, mental health, youth, and community-based organizations to advance public safety and quality of life initiatives;
- Prepares reports and recommendations for the Mayor and City administration regarding departmental operations and public safety matters;
- Promotes a culture of professionalism, accountability, integrity, transparency, and procedural justice throughout the department.

- Participation in related emergency response activities;
- Performs related work as required.

FULL PERFORMANCE KNOWLEDGE, SKILLS, ABILITIES AND PERSONAL CHARACTERISTICS:

- Comprehensive knowledge of modern police administration, law enforcement practices, and public safety management principles;
- Thorough knowledge of New York State Penal Law, Criminal Procedure Law, Vehicle and Traffic Law, and other laws governing police operations;
- Demonstrated commitment to community policing, collaborative problem solving, and public engagement;
- Ability to effectively lead and manage a diverse urban police department;
- Ability to establish and maintain cooperative relationships with City officials, community stakeholders, law enforcement partners, and the public;
- Ability to communicate effectively both orally and in writing;
- Ability to analyze complex operational and organizational issues and implement effective solutions;
- Ability to manage critical incidents and emergency operations;
- Demonstrated integrity, sound judgment, leadership ability, tact, and professionalism;
- Good knowledge of the City of Albany and Capital Region communities, public safety concerns, and governmental operations;
- Physical condition commensurate with the demands of the position.

MINIMUM QUALIFICATIONS:

OPEN-COMPETITIVE:

Graduation from a regionally accredited or New York State registered college or university with a Bachelor's Degree and ten (10) years of full-time paid law enforcement experience with a municipal, county, state, or federal law enforcement agency, including at least four (4) years in a command-level or police administrative supervisory capacity.

Preference may be given to candidates with law enforcement experience in the City of Albany or Capital Region and demonstrated experience in community policing, violence reduction initiatives, and collaborative public safety strategies.

PROMOTIONAL:

Candidates must be currently employed by the Albany Police Department and meet one of the following qualifications:

- A. Four (4) years of service as Deputy Police Chief; OR
- B. Six (6) years of permanent competitive class service as Police Lieutenant; OR
- C. Eight (8) years of permanent competitive class service as Police Sergeant; OR
- D. Ten (10) years of permanent competitive class service as Police Officer.

SPECIAL REQUIREMENTS

- Possession of a valid New York State Driver License without restrictions at the time of appointment and throughout the duration of employment;
- Must meet all requirements established by New York State Civil Service Law and the New York State Division of Criminal Justice Services for appointment as a police officer;
- Advanced education in Criminal Justice, Public Administration, Public Policy, Sociology, or related fields and completion of executive law enforcement leadership programs such as the FBI National Academy, PERF Senior Management Institute for Police (SMIP), Northwestern School of Police Staff and Command, or similar programs may be considered favorably.

Note: Your degree must have been awarded by a college or university accredited by a regional, national, or specialized agency recognized as an accrediting agency by the U.S. Department of Education/U.S. Secretary of Education. If your degree was awarded by an educational institution outside the United States and its territories, you must provide independent verification of equivalency. A list of acceptable companies who provide this service can be found on the Internet at <http://www.cs.ny.gov/jobseeker/degrees.cfm>. You must pay the required evaluation fee.