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COUNCIL

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The Borough of Edgewood, Allegheny County, Pennsylvania, population 3,145 citizens within a 0.7 square mile community, seeks a Chief of Police. The Edgewood Police Department consists of ten full-time officers and a part-time civilian administrative assistant. The Department responds to approximately 3,000 calls for service each year.

The successful candidate must possess the ability to work cooperatively with elected officials and the municipal administration, citizens, businesses, visitors and civic leaders. The Chief of Police must be able to serve as a visible, accessible and trusted member of the community. The Chief of Police is a uniformed position responsible for the management, operations and administration of the Edgewood Police Department. The Chief of Police is expected to be proficient in and demonstrate an ability to:

Leadership & Vision:

- Set a clear and compelling vision for the Police Department, aligning with Edgewood's priorities and values.
- Implement forward-thinking strategies that leverage modern policing techniques, technology, and community engagement to enhance public safety.
- Lead by example, fostering a culture of trust, professionalism, and inclusion throughout the department.

Community Engagement:

- Build strong relationships with all segments of the community, ensuring open communication and transparency.
- Embrace community-oriented policing by actively engaging with residents, listening to their concerns, and addressing issues proactively.
- Promote trust and collaboration through inclusive and meaningful interactions with diverse populations.

Operational Excellence:

- Ensure the department is well-prepared to handle various responsibilities, including patrol, investigations, emergency response, and disaster management.
- Use data-driven approaches such as crime statistics and predictive analysis to effectively guide decision-making and allocate resources.
- Foster collaboration with regional and state agencies to address broader public safety challenges.

Team Development:

- Recruit, mentor, and retain top talent while fostering a culture of continuous improvement and accountability.
- Empower officers and supervisors through training, career development, and leadership opportunities.
- Promote equity and inclusion within the department, ensuring all team members feel valued and supported.

Government & Budget Management:

- Work closely with the Borough Manager to align departmental goals with municipal policies and priorities.
- Oversee budget planning and resource allocation, ensuring fiscal responsibility while pursuing innovative solutions for operational efficiency.
- Seek and secure external funding sources, such as grants, to support departmental initiatives.

QUALIFICATIONS

Successful candidates for Chief of Police must have the following qualifications:

General Requirements & Education:

- Pennsylvania certification as a Police Officer or the ability to obtain certification within 90 days of hire.
- Be a United States Citizen.
- Be physically and mentally fit to perform the full duties of a police officer.
- Possess valid motor vehicle license in the Commonwealth of Pennsylvania.
- The Chief shall reside within twenty (20) air miles of the Edgewood Borough Building.
- A bachelor's degree in Police Science, Criminal Justice, Public Administration, Psychology, Sociology, or a related field (or an equivalent combination of education and experience).
- A master's degree is preferred, and advanced law enforcement training (e.g., Northwestern Police & Command Certification, FBI National Academy) is highly desirable.

Experience:

- Preference shall be given to those with at least 10 years of progressive law enforcement leadership, including experience as a Police Chief or high-ranking administrator in a similarly sized or more extensive jurisdiction but this requirement may be waived based on other professional experience and skills.
- Demonstrated expertise in managing complex operations, including HR, legal processes, discipline, hiring, use of technology and budgeting.
- Experience working within a Council-Manager form of government is preferred.

Key Attributes:

- Strong interpersonal and communication skills to build trust with diverse stakeholders.
- A proven track record of innovation, collaboration, and problem-solving.
- A commitment to transparency, accountability, and continuous improvement.

The Borough offers an exceptional benefits package including but not limited to excellent healthcare, dental, vision insurance, 403b retirement plan, and paid leave time. The salary of the next Chief of Police will be in a competitive range for the region and negotiable and dependent upon experience and qualifications.

To apply, please submit a letter of interest, salary requirements and a complete resume by :
Monday, June 30, 2025

Rob Zahorchak
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Inquiries can be directed to the Borough Manager at manager@edgewoodboro.com.