



CITY OF BOWIE

POLICE CAPTAIN

The City of Bowie, Maryland, a progressive community in Prince George's County, and the fifth most populous city in the State of Maryland, is currently seeking an experienced law enforcement professional who has a proven track record of success in management and supervision. The Bowie Police Department's new Captain will be a vital member of the department's command staff, and essential to implementing critical departmental policies, programs, and initiatives, and will assist in the management and administration of departmental operations. This hands-on position represents an excellent opportunity for an individual with a talent for leadership, management of police operations, community policing, and budget development and management.

THE CITY

Founded in 1870, and incorporated as a town in 1916, Bowie has grown from a small railroad stop to the largest municipality in Prince George's County, and the fifth largest city in the State of Maryland. The City of Bowie is located in the northern part of Prince George's County at the crossroads of highways 3/301 and 50. Considered a part of the Washington, DC Metropolitan Area, the City is well situated for easy access to Baltimore and Annapolis, Maryland. The City of Bowie is a fully developed community of approximately 58,329 residents, covering an area of approximately 20.55 square miles. The community is primarily residential with a diverse mixture of single-family homes, duplexes, and apartments. Many of the City's residents take an active role in the community, indicated by the large number of volunteers who serve on various boards, commissions and committees.

GOVERNMENT STRUCTURE

The City of Bowie operates under a Council/Manager form of government. Policy-making and legislative authority are vested in the City Council, which consists of seven members (Mayor and six Council members). The City Council is responsible, among other things, for passing ordinances, adopting the budget, appointing committees, and hiring both the City Manager and City Attorney. The City Manager is responsible for carrying out the policies and ordinances of the City Council, for overseeing the day-to-day operation of the government's seven operating departments, and for appointing the heads of all City departments. The City Council is elected on a non-partisan basis. All seven members serve four-year terms. Four of the council members are elected by district. The mayor and the two remaining council members are elected at-large.

THE BOWIE POLICE DEPARTMENT

Established in 2006, and with a General Fund operating budget of approximately \$16,500,000, the BPD is budgeted for sixty-seven sworn positions. The department also operates a 13-FTE, 24-hour Dispatch/Call Center, and consists of eight other administrative support positions. The department boasts a highly professional, demographically diverse, and community responsive staff, that is highly valued and regarded among City residents. Since 2020, the BPD

has been proudly certified by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA)

THE POSITION

A vital member of the Bowie Police Department's command staff, our next Captain must be a highly ethical, experienced law enforcement professional with a strong record of growth and success. This individual will assist in staff management and development, as well as ensuring the Bowie Police Department's continued success in achieving its ongoing mission of identifying and adjusting to community needs through communication, engagement, and partnerships.

Qualifications:

Minimum Qualifications:

- Bachelor's degree in criminal justice, business or public administration, or a related field.
- Two years of command level supervisory experience
- Extensive knowledge of modern police practices, administration, and methods.
- Considerable knowledge of applicable federal, state, and local laws and ordinances, including laws of arrest.
- Extensive knowledge of the principles and methods of organization, management, and supervision.
- Ability to assign, supervise, review, and evaluate the work of subordinates.
- Ability to communicate effectively, both orally and in writing.
- Provable record of success working in a high performing law enforcement agency.
- Attestable record of consistency in sound decision making, employee involvement, community engagement, and training and professional development.
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Preferred Qualifications:

- Master's degree in criminal justice, business or public administration, or a related field.
- Graduation from the FBI National Academy

Licenses/Certifications:

- Maryland Police and Correctional Training Commission ("MPCTC") Certification

The successful applicant will also possess the following attributes:

- Thorough understanding of, and proven ability to implement the principles, practices and methods of modern police administration and law enforcement.

- Ability to establish and cultivate effective working relationships with elected officials, City department directors, community organizations and the citizenry.
- Strong management skills, with the ability to understand, and effectively lead and develop and subordinate staff.
- Demonstrated ability to exercise sound professional judgment, effectively analyze facts, recognize problems, and formulate and implement viable solutions.
- Ability to develop and implement strategies that reflect the City of Bowie's philosophy of community-oriented policing, and assist neighborhoods, area civic groups, and schools in establishing measures to prevent and reduce crime.

Salary: \$145,000 – \$165,000 *Depending on qualifications*

Employee Benefits: Excellent medical, dental, vision, life, and long-term care insurance; Law Enforcement Officer's Pension System; and 457 retirement savings plan.

How to Apply: Please visit the City's website at: www.cityofbowie.org and click on the employment link.

Application deadline: November 1, 2024

All applicants must submit a completed City of Bowie employment application in order to be considered for this opportunity. COVID-19 vaccination is strongly preferred.

The City of Bowie is proud to be an Equal Employment Opportunity Employer