



RECRUITMENT NOTICE

Chief of Police

ARLINGTON HEIGHTS, ILLINOIS



Recruitment Notice



The Village of Arlington Heights is seeking its next **Chief of Police** to lead a nationally accredited department, develop its people, and help the Village respond to changing public safety needs.

AS OUR NEXT CHIEF OF POLICE, YOU WILL...



LEAD WITH INTEGRITY AND PROFESSIONALISM.

Provide strategic direction while upholding the highest standards of professionalism, accountability, and public service.



CULTIVATE A CULTURE OF EXCELLENCE.

Cultivate a culture of trust and continuous growth by empowering employees and supporting the next generation of leaders.



STRENGTHEN COMMUNITY TRUST AND PARTNERSHIPS.

Serves as a visible leader who listens to community needs, builds meaningful relationships, and advances responsive, community-focused policing.



SHAPE THE FUTURE OF PUBLIC SAFETY.

Shape departmental priorities, oversee operations and resources, and develop strategies that position the Department to meet the evolving needs of the community.



About the Police Department

The Arlington Heights Police Department is accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA), reflecting its commitment to professional standards, accountability, and continuous improvement. The Department has 141.5 full-time equivalent employees, including 110 sworn officers and 31.5 civilian employees, and an annual budget of \$35 million in FY 2026. With the recent approval of twelve additional sworn officers to be hired over the next three years, the Village is committed to maintaining the Police Department's capacity to meet the community's evolving public safety needs.

The Department has earned first-place honors in the Illinois Traffic Safety Challenge for five consecutive award cycles, including three Championship Class wins. Its most recent honors also recognized bicycle and pedestrian safety, community outreach, and distracted driving initiatives.

The Arlington Heights Police Department operates from a modern police headquarters completed in 2018, with advanced technology, and state-of-the-art equipment designed to enhance officer safety, operational effectiveness, and service to the community. The next Chief will have the opportunity to build on this foundation by identifying emerging needs, and ensuring the Department remains equipped to meet the evolving demands of public safety.



110

sworn officers

31.5

civilian employees

\$35 million

budget in FY 2026



Department Structure

The Chief of Police is supported by two Deputy Chiefs, each leading one of two primary divisions: Field Operations and Support Services.

Field Operations Division

Leads patrol, criminal investigations, specialized enforcement, and proactive policing.

Patrol Bureau — Provides around-the-clock police response, proactive patrol, and field training.

Criminal Investigation Bureau — Conducts complex adult and juvenile investigations, victim advocacy, digital evidence analysis, and collaborative investigations with regional and federal law enforcement partners and task forces.

Specialized Units — Includes canine, forensic services, traffic crash reconstruction, drone, motorcycle, and field training capabilities.



Support Operations Division

Leads the administrative, strategic, and organizational infrastructure that supports effective Department operations.

Support Services Bureau — Oversees accreditation, budgeting and fiscal management, grants, policy development, training, professional development, records, and strategic initiatives.

Support Unit & Records Unit — Support regulatory compliance, data analysis, records management, public transparency, and the Department's administrative operations.

Office of Professional Standards / Internal Affairs — Promotes integrity and accountability through objective review and investigation of complaints and allegations of misconduct.

Community Safety Bureau — Leads crime prevention, school resources, specialized traffic enforcement, parking operations, community engagement, recruitment, and special event planning.

Community Support Services & Traffic Enforcement Units — Provide school and community support, crime prevention, traffic safety and enforcement, parking operations, and public education.

About the Position

The Police Chief will lead a department responsible for a broad range of law enforcement services, including uniformed patrol, traffic enforcement, criminal investigations, crime prevention, youth services, and community-oriented policing. In this essential role, you will help ensure that the Department remains responsive to the needs of the community while maintaining the highest standards of professionalism, integrity, and service. This position is available due to the upcoming retirement of the current Chief of Police.

KEY RESPONSIBILITIES

The Chief of Police will:

- Direct, coordinate, and evaluate Department programs and services; establish priorities; ensure effective deployment of personnel and resources.
- Develop short and long-term strategic and tactical plans, establish departmental goals and objectives, and anticipate emerging needs to ensure the continued delivery of high-quality police services.
- Develop and oversee the Department's operating budget and capital priorities; assess staffing, equipment, and other resource needs.
- Provide direction and accountability to command staff, foster professional development, and support a high-performing organizational culture.
- Oversee labor relations, internal review, legal and regulatory matters, and Department policies and procedures to promote accountability and compliance with applicable laws and standards.
- Assess community needs and expectations and position the Department to respond effectively to emerging public safety challenges.
- Guide the Department's preparedness for critical incidents and large-scale events, coordinating response plans with other Village departments, neighboring agencies, and regional partners.
- Advise the Village Manager and Board on public safety issues and best practices.



About Arlington Heights

Located 25 miles northwest of downtown Chicago, Arlington Heights is home to more than 77,000 residents, nearly 60 public parks and facilities, and more than 100 restaurants and eateries. Recognized in the Daily Herald's Readers' Choice Awards for "Best Downtown Atmosphere" and "Best City/Town to Live," the Village is known for its neighborhoods, strong municipal services, and commitment to public safety and quality of life.

Two Metra stations serve the community, while nearby Illinois Route 53, Interstate 90 and O'Hare International Airport provide regional accessibility and add to the public safety needs of the community.

The Village's many festivals, concerts, and other special events require thoughtful planning, coordinated staffing, traffic management, and collaboration across departments, providing the Chief with an ongoing opportunity to balance day-to-day public safety operations with highly visible community engagement.



Arlington Heights is also entering an important period of growth and transformation. The 326-acre former Arlington Park property presents a significant, still evolving redevelopment opportunity. Any future proposals along with other community growth and redevelopment initiatives, will impact public safety, infrastructure, traffic, and community needs along with the development of Village departments, regional partners, residents, and the development community.

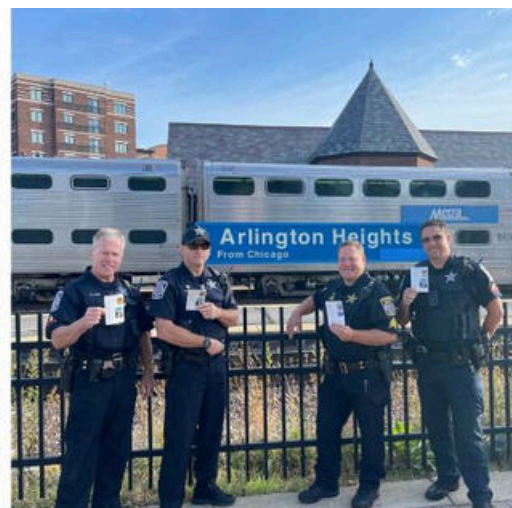
The next Chief must understand the relationship between effective policing and the Village's broader quality of life, economic vitality, mobility, community confidence and capacity to adapt to future change.

Village Government

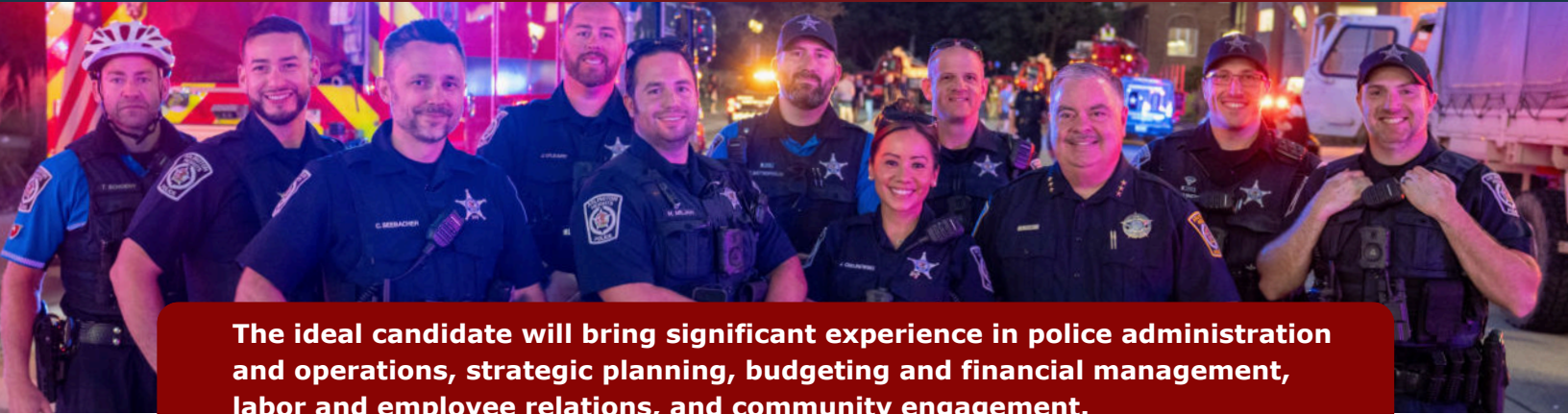
The Village of Arlington Heights is a home rule municipality utilizing the Council-Manager form of government with leadership provided by an elected Village Board comprised of eight Trustees and the Village President. The President and Trustees are elected at large for four years with staggered terms. The Village Manager is appointed by the Village Board and has operational oversight over all Village Departments.



Reporting to the Village Manager, the Police Chief serves as the department head, the Chief Law Enforcement Official of the Village, and a valuable member of the Village's leadership team.



The Ideal Candidate



The ideal candidate will bring significant experience in police administration and operations, strategic planning, budgeting and financial management, labor and employee relations, and community engagement.

The Ideal Candidate will:

- Serve as both an effective leader of the Police Department and an engaged member of the Village's interdepartmental leadership team.
- Build strong partnerships across Village departments and work collaboratively to develop practical, interdisciplinary solutions to complex community challenges.
- Represent the Village effectively on regional task forces, working groups, and other intergovernmental partnerships.
- Be an accessible and visible representative of the Village who builds trust and meaningful relationships with residents, businesses, and community organizations.
- Build rapport and productive working relationships with sworn and civilian employees, as well as union and non-union personnel, fostering a culture of respect, accountability, and collaboration.
- Bring experience assessing public safety, staffing, traffic, and operational impacts associated with significant development projects, major sports or entertainment facilities, or other large-scale community investments.
- Have experience planning for and managing police staffing and operational needs associated with major community events.



Qualifications & Benefits



Minimum Qualifications

- Certification from the Illinois Law Enforcement Training and Standards Board (ILETSB) or capable of obtaining a training waiver from ILETSB pursuant to 50 ILCS 705/8.1(a) and ILETSB's Rules.
- Bachelor's degree in Criminal Justice, Public Administration, or a related field. A master's degree is preferred.
- At least ten years of progressively responsible law enforcement experience.
- Graduation from the FBI National Academy, Northwestern University School of Police Staff & Command, or a comparable executive law-enforcement leadership program is strongly preferred.

COMPENSATION

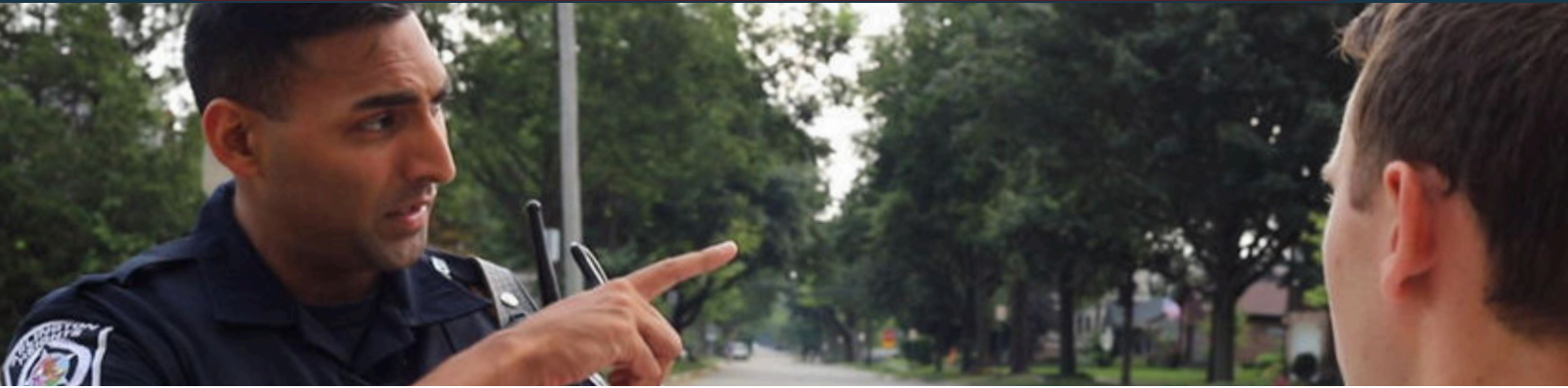
The full salary range for this position is \$158,313 - \$229,552, with an anticipated hiring range of **\$200,000-\$215,000**, depending on qualifications and experience.

Residency is not required; however, candidates must be able to respond to public safety emergencies within a reasonable timeframe.

Comprehensive Benefits

- Multiple health insurance options
- Dental insurance – base coverage for employee at no-cost
- Vision insurance
- Generous paid holidays, sick time, and vacation package
- Participation in the Police Pension Fund
- Village-provided take-home vehicle
- Life insurance
- Employee Assistance Program
- Professional growth and training opportunities

Application Instructions



Ready to Lead? Apply Now.

Bring your leadership, experience, and vision to a nationally accredited police department serving a thriving community. Join the Village of Arlington Heights as our next Chief of Police and help shape the future of public safety.

Please apply by November 9, 2026.

Interested candidates should submit a detailed cover letter and resume outlining their qualifications and experience, along with at least three professional references to jobs@vah.com. Applications will be reviewed as received.

Learn more about the Village of Arlington Heights at www.vah.com.

**Confidential inquiries may be directed to Kelly Livingston,
Director of Human Resources, at 847-368-5152.**



The Village of Arlington Heights is an equal opportunity employer and strives to be a welcoming and inclusive place for all, improving how we recruit, empower, and retain the most diverse and very best talent, ensuring careers in public service will continue to attract the brightest for coming generations.

Any offer of employment is conditional upon passing a background and pre-employment drug screen.