

City of Norfolk, Nebraska – Police Chief Position

Population: 26,147

The City of Norfolk, Nebraska, is currently accepting applications for the position of Police Chief. We are seeking a forward-thinking leader who will guide our department with vision and innovation, while fostering a positive and supportive environment within the team. The ideal candidate will demonstrate a strong commitment to both law enforcement values and building lasting, positive relationships with the community we serve.

Under the direction of the City Administrator, the Police Chief will manage a division of 65 employees with a budget of nearly \$8 million. This position calls for a leader with unwavering integrity, visionary leadership, and the ability to inspire and motivate teams. The ideal candidate will possess a results-driven approach and a proactive management style that fosters growth and innovation. Essential qualifications include a proven track record in employee development, adept budget management, and strategic public relations expertise.

Minimum Qualifications:

- Must possess a minimum of ten (10) years' experience in an executive management role, such as Captain or Lieutenant, or related position. Must possess a bachelor's degree in criminal justice, public or business administration, or related field. Master's degree preferred. A combination of education and experience will be considered.
- Must possess current Nebraska law enforcement certification or ability to acquire Nebraska law enforcement certification through reciprocity. Must also obtain Nebraska law enforcement supervision, management, and jail management certifications within one year of hiring. Must possess or be able to obtain a valid Nebraska operator's license

Compensation and Benefits:

- Comprehensive fringe benefits package, including health, dental, and life insurance, a competitive pension plan with matching contributions, long-term disability coverage, and generous paid time off (PTO), with many more benefits options available.

Application Process:

- Applications are available at the Human Resources office, located at 309 North 5th Street, Norfolk, NE 68701, or online at www.norfolknegov.com. To apply, please complete the application form and submit it along with your resume and cover letter to Jessica Dvorak, Human Resources Director and Secretary for the Civil Service Commission, at the address listed above. Applications will be first reviewed starting March 7, 2025. The position will remain open until filled.

For additional information, please contact Jessica Dvorak at (402) 844-2010.

Equal Opportunity Employer (EOE)