

# Executive Search: State Police Superintendent

MASSACHUSETTS STATE POLICE



State Police Superintendent Search Opportunity  
Commonwealth of Massachusetts

**APPLICATION DEADLINE:**  
October 22, 2023



**The Commonwealth of Massachusetts is conducting a national search to find the next Superintendent of the Massachusetts State Police.**

## **THE OPPORTUNITY**

The position of Superintendent (Colonel) offers an exciting opportunity to be an agent of change in the Massachusetts State Police (MSP) and guide the agency forward in a thoughtful and strategic manner. The Superintendent will take on the challenge of building upon the recent advances and reforms already instituted by the MSP; increasing diversity, recruitment, and retention in the organization's workforce; increasing community engagement with constituents; supporting officer safety and wellness; and creating and fostering an atmosphere of confidence and trust within the department.



# THE COMMONWEALTH OF MASSACHUSETTS

As one of the New England states, the Commonwealth of Massachusetts is bordered by the Atlantic Ocean to its east, New York to its west, Connecticut and Rhode Island to its south, and New Hampshire and Vermont to its north. Known for its rich history, Massachusetts has a distinctive culture, top-notch education, a growing economy, and natural beauty.

Massachusetts has a population of approximately 7 million people, with almost 3 million housing units, and occupies a land area of 10,555 square miles. The median household income in Massachusetts is \$89,645. The median value of owner-occupied housing units is \$424,700. 4.9% of the population is under five years old, 19.2% of the population is under 18 years old, and 18.1% of the population is 65 years and older. 91% of the residents have a high school diploma or higher.

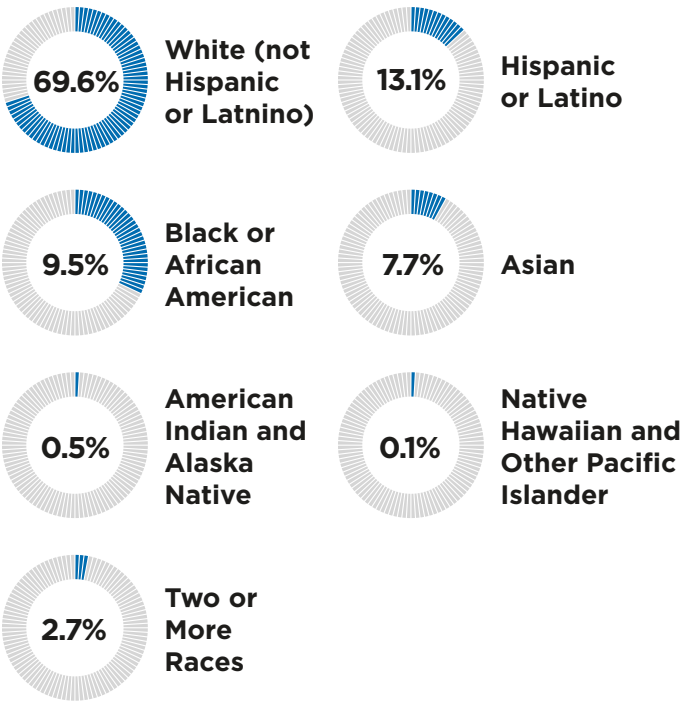
There are 351 municipalities across Massachusetts in 14 counties. With 438 POST-recognized law enforcement agencies within MA, most municipalities have their own police departments, as do many universities, colleges, and hospitals. Each county has its own sheriff's department, which operates the jails, correctional facilities, and civil service of process within the county. The Massachusetts State Police (MSP) has statewide jurisdiction, sharing concurrent jurisdiction with municipal and institutional departments, and has primary jurisdiction in towns with no local police force and certain designated state property. MSP partners and collaborates with municipal police departments in a wide variety of investigations statewide, including taking the lead in death investigations across the state except for those that occur in Boston, Worcester, and Springfield.

The capital and largest city in Massachusetts is Boston, offering numerous attractions that enhance the state's economic fortunes. Additional locations of note include Cape Cod, known for its beaches and fishing culture, and The Berkshires, thought of as the center for visual and performing arts in the region.

Massachusetts is also renowned for the quality of its higher education, which has helped create a strong economy. Many of the country's most prestigious institutions of

higher education are located in Massachusetts. This includes Harvard University, MIT (Massachusetts Institute of Technology), Wellesley College, Northeastern University, Amherst College, and the University of Massachusetts. The state's highly educated workforce has attracted many high-tech and life sciences companies, specifically in the eastern regions. One of the leading industries in the Commonwealth is biotechnology. Due to the large number of universities in the area, Boston is home to more than 1,000 biotech companies.

## Demographics:<sup>1</sup>



## 2021 NIBRS Data

|                         | Crimes Against Persons | Property Crime | Crimes Against Society |
|-------------------------|------------------------|----------------|------------------------|
| All Reporting Agencies* | 71,806                 | 13,3902        | 15,384                 |
| MSP Only                | 359                    | 197            | 1205                   |

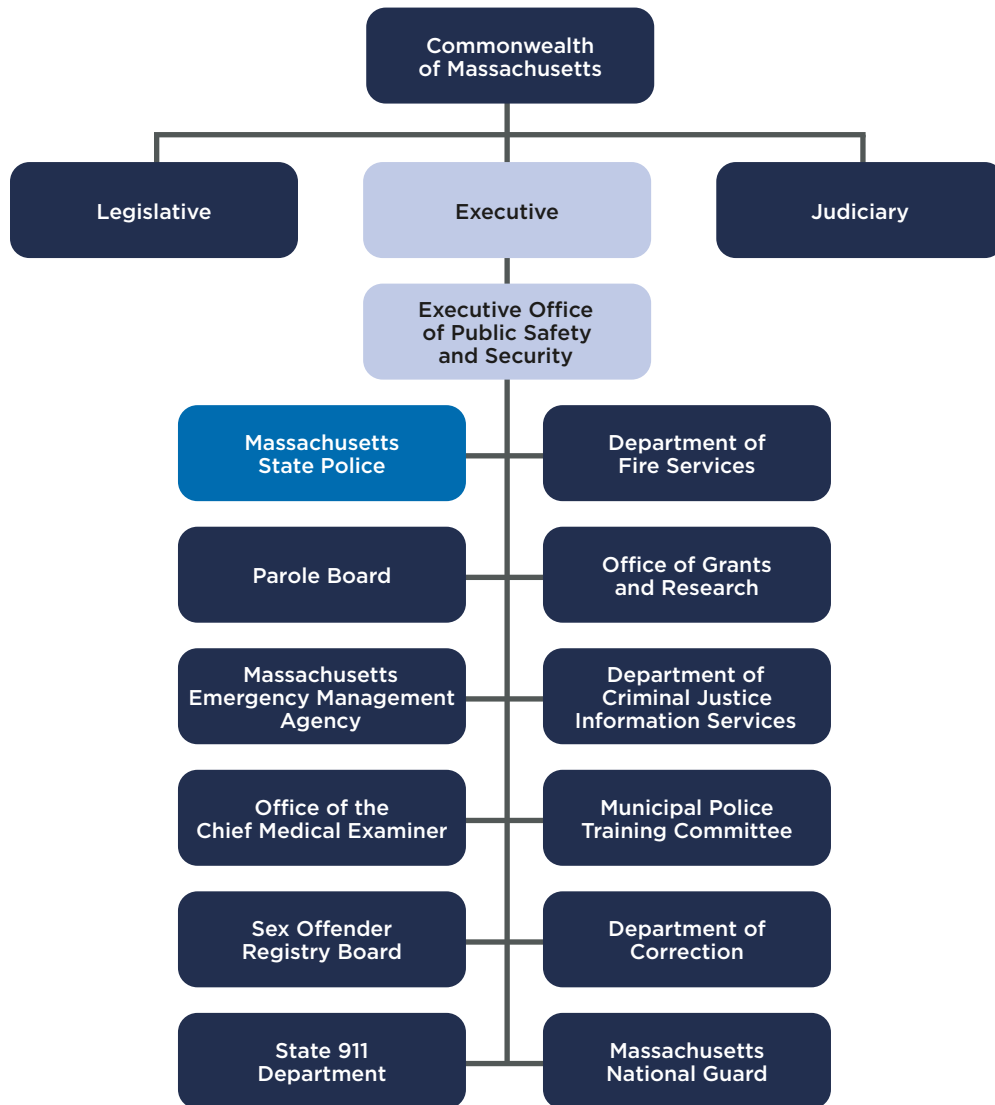
\* Includes MSP

1 U.S. Census Bureau (2022)



# GOVERNING STRUCTURE

The government of the Commonwealth is divided into three branches: the Executive, the bicameral Legislature and the Judiciary. The Governor is the chief executive officer of the Commonwealth and within the Governor's Office are eleven executive offices, including Public Safety and Security. The governor, upon the recommendation of the secretary of public safety and security, appoints the colonel.





# MASSACHUSETTS STATE POLICE

The Massachusetts State Police serves as a statewide law enforcement agency and maintains investigative, tactical, and support units throughout the Commonwealth. With over 2,200 sworn and civilian employees and an operating budget of \$31,250,000, MSP is one of the largest law enforcement agencies in New England.

## Organizational Values

The value statements of the Massachusetts State Police are:

- Maintenance of the highest standards of integrity and ethics.
- Excellence and teamwork in the performance of duty.
- Protection of Constitutional Rights.
- Problem solving for continuous improvement.
- Continuous planning for the future.
- Performing the public services and law enforcement tasks so as to provide leadership to the police profession.

## Code of Ethics

We shall respect the diversity of, and be sensitive to, all people.

We shall accept our responsibility to the public by being punctual in our engagements and expeditious in the performance of duty.

We shall regard our office as a public trust and, in the discharge of our duties, be mindful of our primary obligations to serve the public efficiently and effectively.

We shall administer the law in a just, impartial, and reasonable manner, affording the same reasonable treatment to all cases.

We shall recognize the limitations of our authority and at no time use the power of our office for our personal advantage.

We shall be true to our obligations as custodians of public property.

We shall not diminish our integrity or limit our effectiveness by accepting gratuities or favors from persons, business, corporations, or other entities.

We shall cooperate fully with other public officials to assure the safety and general welfare of the public.



We shall not permit jealousies or personal differences to influence our ability to cooperate with others in our official business.

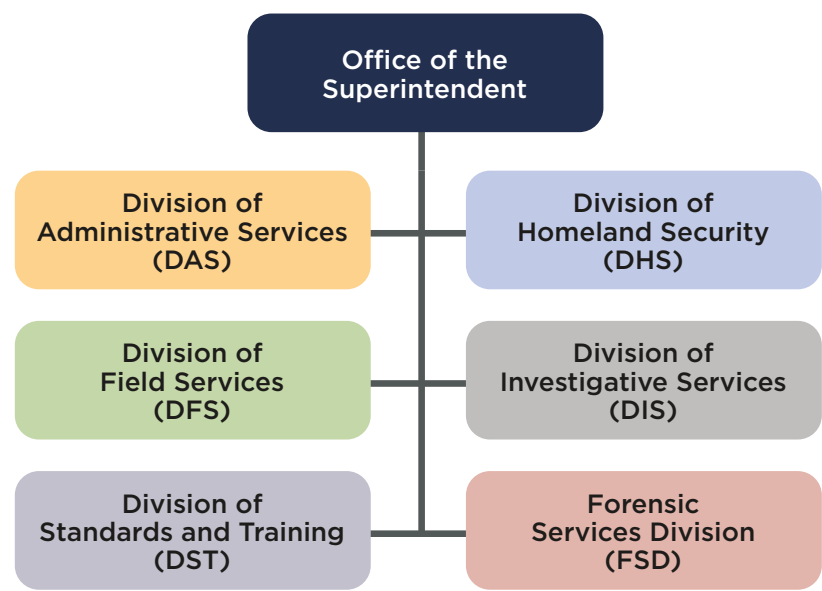
We shall add to our effectiveness by enhanced training, diligent study, and sincere attention to self-improvement, including physical readiness. We shall welcome the opportunity to disseminate practical and useful information relating to matters of the public's safety and welfare.

We shall bear faithful allegiance to our government and be loyal to our profession. We shall accept as an obligation our responsibility to support the Constitutions of the United States and the Commonwealth of Massachusetts.

We shall fervently seek out and report the truth.

# MSP ORGANIZATION

The Massachusetts State Patrol is organized into six (6) divisions plus the Office of the Superintendent. Each division is headed by a lieutenant colonel except for the Division of Administrative Services, which is headed by a civilian chief administrative officer. The colonel may, subject to the approval of the governor and secretary of public safety and except as otherwise provide, may organize the divisions, bureaus, sections, and units as they deem necessary for the effective management of the department.



| Office of the Superintendent      |
|-----------------------------------|
| Office of the Superintendent      |
| Office of the Chief Legal Counsel |
| Office of the Ombudsman           |
| Media Relations                   |
| Strategic Planning                |

| Division of Administrative Services<br>Chief Administrative Officer |                                                                      |
|---------------------------------------------------------------------|----------------------------------------------------------------------|
| Office of Administrative Services<br>Chief Administrative Officer   | Office of the Deputy Division Commander<br>Deputy Division Commander |
| Compliance Manager                                                  | Communications                                                       |
| Department Services                                                 | Employee Assistance Unit                                             |
| Enterprise Systems                                                  | Fleet Section                                                        |
| Finance                                                             | Recruitment and Diversity                                            |
| Human Resources                                                     | Supply Section                                                       |



| <b>Division of Field Services</b><br><b><i>Division Commander (Lieutenant Colonel)</i></b> |                                                     |                                                         |
|--------------------------------------------------------------------------------------------|-----------------------------------------------------|---------------------------------------------------------|
| <b>Troop A:</b><br><b>Northeast</b><br><b>Major</b>                                        | <b>Troop C:</b><br><b>Central</b><br><b>Major</b>   | <b>Troop F:</b><br><b>Logan Airport</b><br><b>Major</b> |
| <b>Troop B:</b><br><b>West</b><br><b>Major</b>                                             | <b>Troop D:</b><br><b>Southeast</b><br><b>Major</b> | <b>Troop H:</b><br><b>Metro Boston</b><br><b>Major</b>  |

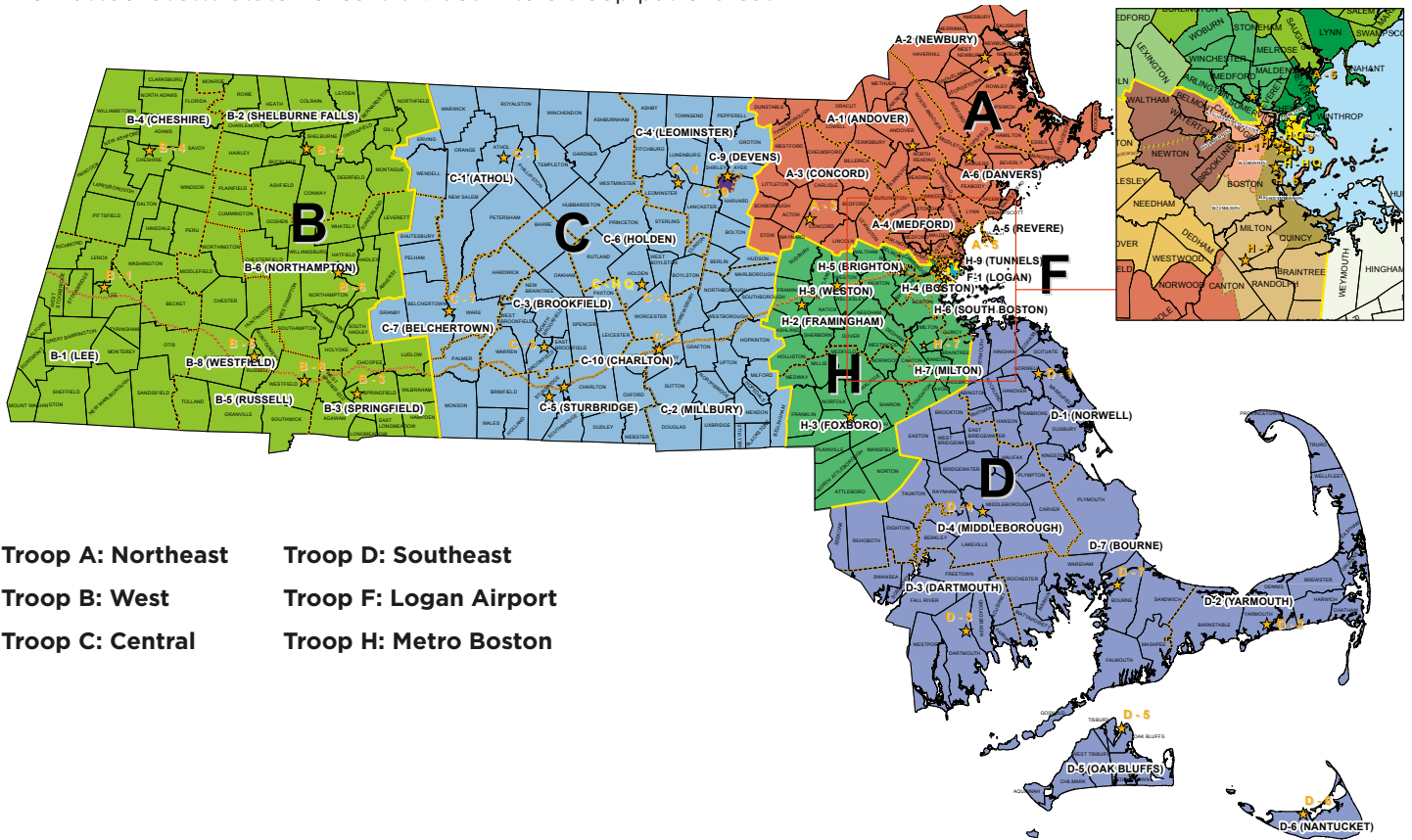
| <b>Division of Standards and Training</b><br><b><i>Division Commander (Lieutenant Colonel)</i></b> |                                                            |
|----------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| <b>Standards</b><br><b><i>Deputy Division Commander</i></b>                                        | <b>Training</b><br><b><i>Deputy Division Commander</i></b> |
| Assistant Prosecutor                                                                               | State Police Academy                                       |
| Certification Unit                                                                                 |                                                            |
| Complaint Intake                                                                                   |                                                            |
| Harassment Unit                                                                                    |                                                            |
| Narcotic Inspection                                                                                |                                                            |

| <b>Division of Homeland Security</b><br><b><i>Division Commander (Lieutenant Colonel)</i></b> |                                                                       |
|-----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| <b>Criminal Information and Intelligence Section</b><br><b>Major</b>                          | <b>Planning, Preparedness, and Response Section</b><br><b>Major</b>   |
| Anti-Terrorism                                                                                | Air Wing Unit                                                         |
| Behavior Observation and Suspicious Activity Recognition Unit                                 | Commonwealth Interstate Narcotics Reduction Enforcement Team (CINRET) |
| Commonwealth Fusion Center                                                                    | Emergency Management Unit                                             |
| Criminal Information Section                                                                  | Incident Management Assistance Team/Drones                            |
| Cyber Crime Unit                                                                              | Marine Unit                                                           |
| Fraud Identification Unit                                                                     | Narcotics Section                                                     |
| Intelligence Services Unit                                                                    | Technical Services Unit                                               |
| State Identification Unit                                                                     |                                                                       |
| Watch Center Unit                                                                             |                                                                       |

| <b>Division of Investigative Services</b><br><b><i>Division Commander (Lieutenant Colonel)</i></b> |                                                  |
|----------------------------------------------------------------------------------------------------|--------------------------------------------------|
| <b>Deputy Division Commander</b><br><b>Major</b>                                                   | <b>Deputy Division Commander</b><br><b>Major</b> |
| Essex SPDU C.A.R.S. (Crash Analysis Reconstruction Section)                                        | Fire & Explosion Investigation                   |
| Executive Protection Unit                                                                          | High Risk Victims Unit                           |
| Gaming Enforcement Unit                                                                            | Special Investigations Unit                      |
| Gang Unit                                                                                          | Unresolved Case Unit                             |
| Polygraph Unit                                                                                     | Violent Fugitive Apprehension Section            |
| Special Service Section                                                                            | Berkshire State Police Detective Unit (SPDU)     |
| State Office of Investigations / DPPC                                                              | Bristol SPDU                                     |
| Attorney General's State Police Detective Unit (SPDU)                                              | Cape & Islands SPDU                              |
| Middlesex SPDU                                                                                     | Hampden SPDU                                     |
| Norfolk SPDU                                                                                       | Hampshire / Franklin SPDU                        |
| Plymouth SPDU                                                                                      | Worcester SPDU                                   |
| Suffolk SPDU                                                                                       |                                                  |

# MSP PATROL AND BARRACKS

The Massachusetts State Police is divided into 6 troop patrol areas.



**Troop A: Northeast**

**Troop D: Southeast**

**Troop B: West**

**Troop F: Logan Airport**

**Troop C: Central**

**Troop H: Metro Boston**





# SUPERINTENDENT OF THE MASSACHUSETTS STATE POLICE

The Superintendent (who holds the rank of Colonel) oversees the Massachusetts State Police, directing and guiding the department's operations in order to accomplish the agency's mission of preserving the public peace and providing protection and assistance to the public.

The next Superintendent will be charged with charting the path forward to address the following:

- Spearheading a full top to bottom operational, organizational, and cultural assessment of the MSP.
- Developing a strategic and mission-driven vision based on national and international leading practices for the department's continuous improvement in serving the public.
- Increasing diversity in the department's membership, especially in the higher ranks, by evaluating existing policies and procedures and creating pathways and opportunities.
- Increasing community engagement with constituents beyond interactions connected with a law enforcement function.
- Building morale and fostering an atmosphere of trust, confidence, accountability, and integrity within the department.
- Developing a system to develop leadership within the organization.
- Strengthening relationships and cooperation with other law enforcement agencies, in particular municipal police departments, but also state and federal partners.



A successful candidate will demonstrate the following key attributes:

- Knowledge of contemporary trends and leading practices in the policing profession.
- Ability to identify and assess needed changes in a department and create reforms and organizational policies to address those needs.
- A history of fostering positive and sustained changes in workforce culture.
- An understanding of how the training academy shapes the department culture.
- Ability to be adaptive and flexible, responsive, and accessible leader.
- Ability to build and sustain positive internal and external relationships.
- Commitment to expanding, supporting, and retaining a diverse workforce.
- Knowledge of robust internal and external accountability systems.
- Excellent communication skills.
- Ability to maintain and enhance officer and staff morale, health, well-being, and safety.
- Experience implementing data-driven initiatives for deploying personnel and resources.
- Administrative, budgetary, and strategic management skills to direct a large, complex police agency.



# CANDIDATE QUALIFICATIONS

## Experience

- In accordance with section 3 of chapter 22C of the Massachusetts General Laws, “the colonel shall have not less than 10 years of full-time experience as a sworn law enforcement officer and not less than 5 years of full-time experience in a senior administrative or supervisory position in a police force or a military body with law enforcement responsibilities.” Internal candidates must hold the rank of State Police Captain or above prior to appointment.
- Graduate degree from an accredited college or university preferred.
- Demonstration of ongoing professional development, such as graduation from a nationally recognized police management or leadership program.

## Special Requirements

- Completion or ability to complete and obtain certification by the Massachusetts Peace Officer Standards and Training (POST) Commission, which requires the candidate to meet the certification and recertification standards set forth in G.L. c. 6E, § 4(f) (1) and 555 CMR 7.06, as well as training standards mandated by the Municipal Police Training Committee (MPTC).
- Possession or ability to obtain a current and valid Massachusetts Class Three Motor Vehicle Operator’s license.
- No person who smokes any tobacco product shall be eligible for appointment as a uniformed member of the Department of State Police, and no person so appointed after said date shall continue in such office or position if such person thereafter smokes any tobacco product.

## Salary and Benefits

The hiring range is anticipated to be \$275,000-\$300,000 commensurate with qualifications and experience. The Commonwealth of Massachusetts offers a wide range of benefits, available [here](#).

EEO/VET/AA/DIS/SO/GI





## APPLICATION PROCESS

The International Association of Chiefs of Police is assisting with the search process. Interested applicants should submit their resume and cover letter to [MSPColonel@theIACP.org](mailto:MSPColonel@theIACP.org). Please include “MSP Colonel Executive Search” in the subject line.

Deadline to apply is **October 22, 2023**.

EEO/VET/AA/DIS/SO/GI





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