



2 E. MAIN STREET
ST. CHARLES, IL 60174
630.377.4400
STCHARLESIL.GOV

Employment Opportunity **Deputy Police Chief**

Seeking an experienced and forward-thinking Deputy Chief to help lead a modern, community-focused police department and brings strategic vision, operational excellence, and a deep commitment to public service. In this key role, you'll work side-by-side with the Police Chief and command staff to guide department operations, develop personnel, and strengthen community trust—while ensuring the highest standards of professionalism, accountability, and safety. [Check out what it's like to work with us!](#)

What You'll Do

This position plays a critical leadership role, with rotational assignments in Administration or Operations, serving as a vital link between the department, city leadership, and the community.

- Lead, supervise, and develop department personnel
- Establish performance standards and ensure accountability across the department
- Foster a culture of professionalism, teamwork, and continuous improvement
- Oversee operations, staffing, and strategic initiatives
- Ensure compliance with policies, training standards, and accreditation (CALEA)
- Provide command leadership during critical incidents and emergencies and act in the Chief's absence
- Build strong relationships with community members, officials, and partner agencies
- Guide policy development, training programs, and organizational improvements

What We're Looking For

- Bachelor's degree in law enforcement, criminal justice, or related field (master's preferred)
- Eight years of law enforcement experience and five years of supervisory experience
- Completion of Northwestern University School of Police Staff and Command or similar executive level leadership course
- Deep knowledge of modern police administration and legal standards
- Strong leadership, decision-making, and crisis management skills
- Experience with budgeting, HR functions, grant writing, and organizational leadership
- Exceptional interpersonal, negotiation, and public speaking abilities
- Proven ability to build relationships with diverse communities and stakeholders
- Illinois Law Enforcement Training and Standards Board certification or the ability to obtain a waiver
- Possess a valid driver's license
- Moderate physical activity with the ability to lift 50 lbs. and work under varying environmental conditions.
- If selected, successful completion of a background investigation includes fingerprinting, psychological, physical, and functional capacity evaluations, and drug screen.

Why You'll Enjoy Working Here

- Opportunity to shape the direction of a progressive police department in this meaningful leadership role in a collaborative environment with strong municipal support.
- Salary range of \$140,000 – \$192,000 with starting pay based on experience.
- Robust benefits package includes medical, dental, vision, wellness incentives, life insurance, pension, retirement savings options, and much more.

How to Apply

Online at www.stcharlesil.gov no later than **May 29, 2026**. Attach your resume with supporting documents through the online portal. If unable to apply online, or for other assistance, contact 630-377-4446.

The City of St. Charles is an Equal Opportunity Employer.

Service, Tradition, Community: The St. Charles Strategic Plan