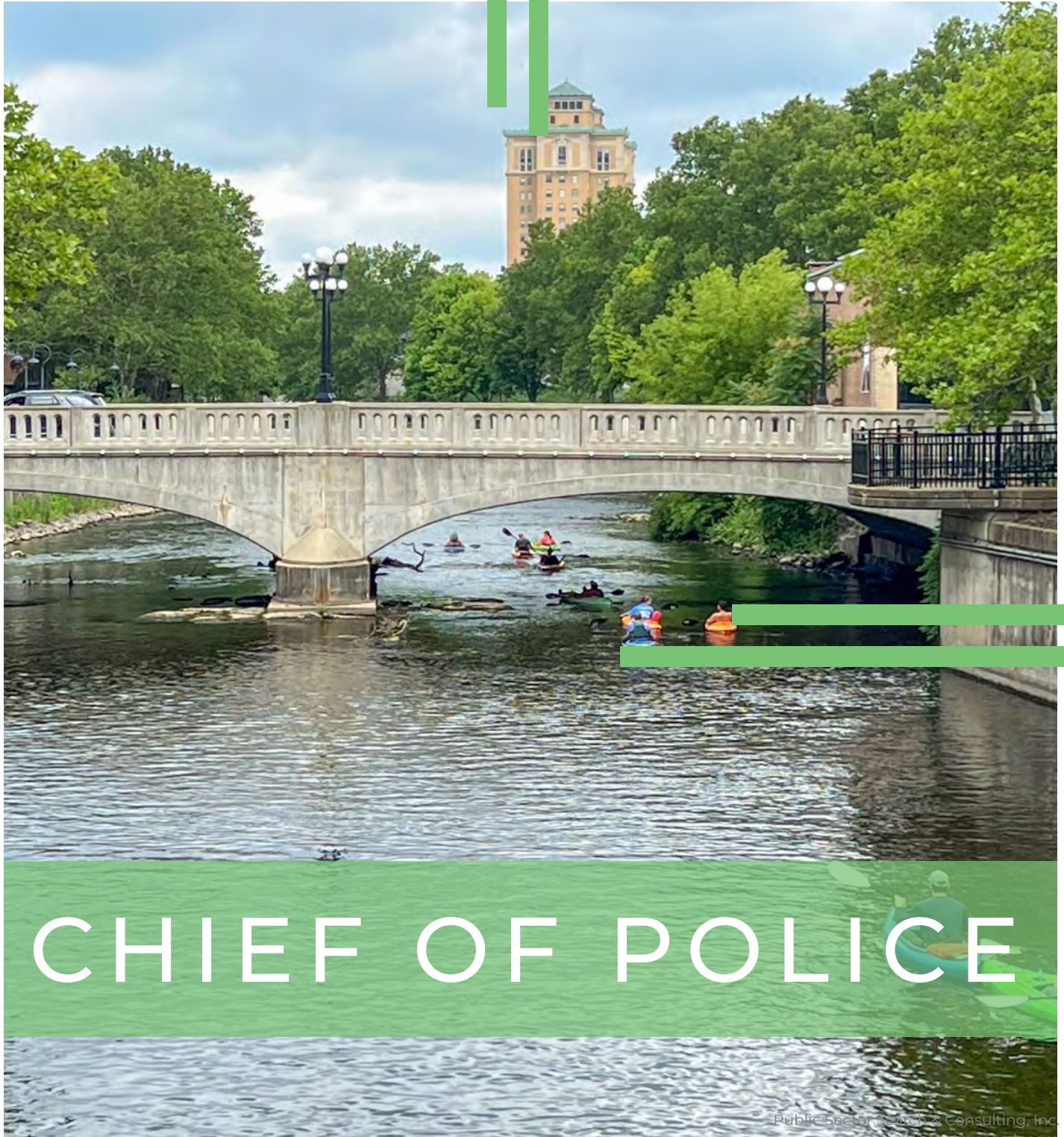


A NATIONAL SEARCH
is underway for a new Chief of Police
Battle Creek, Michigan



CHIEF OF POLICE

THE CITY OF BATTLE CREEK, MI

01. THE OPPORTUNITY

A national search is underway to identify an experienced, progressive, and highly accomplished law enforcement executive to serve as the next Chief of Police for the City of Battle Creek, Michigan. This is a compelling opportunity to lead a respected municipal police organization that has achieved significant progress in reducing violent crime, strengthening community partnerships, and incorporating technology and contemporary policing strategies into its operations.

The next Chief will assume leadership at an important and consequential time for the organization and the community. Battle Creek has experienced substantial reductions in homicide, gun violence, and gang activity, supported by proactive and intelligence-informed policing, strong investigative work, community partnerships, and the sustained efforts of BCPD personnel. With an experienced command team approaching a period of transition, the next Chief will have a significant opportunity to shape the Department's future by developing the next generation of BCPD leaders and expanding on existing and new community partnerships.



The City seeks an approachable, engaged, collaborative, and decisive executive who establishes clear expectations, communicates effectively, develops people, and inspires confidence throughout the organization and community. The successful candidate will build upon demonstrated strengths while positioning BCPD for continued organizational and operational success.

The next Chief must understand that public safety and public trust are inseparable. The Chief will lead a department that responds effectively to people harmed by crime while ensuring that all enforcement and investigative practices are fair, constitutional, transparent, and grounded in dignity and respect. The successful candidate will build sustained trust with residents in historically underserved communities, and partner across government and community systems to advance prevention, opportunity, and safety.

02 GOVERNANCE STRUCTURE

Battle Creek operates under a Council-Manager form of government. The City Commission establishes policy and strategic direction, while the City Manager is responsible for the administration of City operations. The Chief of Police reports to the City Manager and serves as a key member of the City's executive leadership team.

The role requires productive working relationships with the City Manager, Assistant City Manager, department directors, elected officials, employees, labor representatives, community stakeholders, and regional public-safety partners. The successful candidate must possess the judgment, communication skills, and partnership-oriented approach necessary to align public-safety operations with City priorities and community expectations.





THE 03. COMMUNITY

Known as the “Cereal Capital of the World,” Battle Creek is a diverse and historic southwest Michigan community of approximately 53,000 residents encompassing 44 square miles. Located along the I-94 corridor between Detroit and Chicago, the City combines the amenities of a regional center with the character and livability of an established Michigan community. Through a contractual relationship with neighboring Bedford Township, BCPD provides law enforcement services across a considerably larger service area.

Battle Creek offers a strong mix of employment, recreation, culture, and outdoor amenities. The community is home to major employers and institutions including DENSO, Duncan Aviation, and the W.K. Kellogg Foundation. More than 30 parks, the Linear Park pathway, Binder Park Zoo, Leila

Arboretum, golf and recreational facilities, and signature events such as the Field of Flight Air Show and Balloon Festival contribute to the area’s quality of life.

Battle Creek is an engaged community where neighborhoods, businesses, schools, faith communities, and civic organizations value strong relationships with their Police Department. The City seeks a Chief who will build upon these connections while strengthening public confidence, openness, fairness, and meaningful involvement across the community. The successful candidate will be a visible, accessible, and authentic leader with a demonstrated ability to earn credibility across diverse communities, listen openly, engage differing perspectives, and translate community concerns into thoughtful action. The next Chief will advance community-oriented policing throughout the organization and lead with an unwavering commitment to constitutional policing, accountability, respectful communication, and consistent public-safety results.

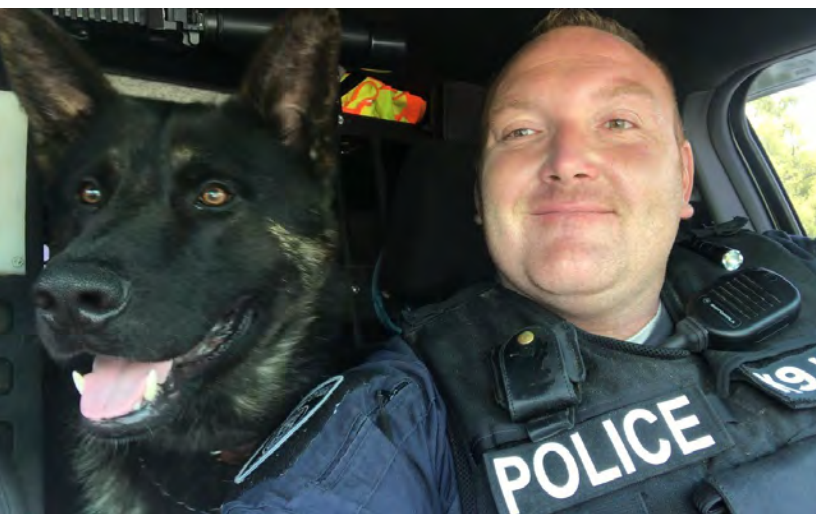
THE BATTLE CREEK POLICE DEPARTMENT

The Battle Creek Police Department is a full-service municipal law enforcement agency providing comprehensive police services to Battle Creek and contractual services to Bedford Township. The department has an authorized strength of approximately 119 sworn positions and currently employs approximately 112 sworn personnel, including recruits, along with approximately 18 civilian employees.

BCPD's principal operational components include Patrol/Operations and Investigations, supported by criminal investigations, gang and drug enforcement, K-9, drone operations, an Emergency Response Team, specialized interdiction capabilities, victim advocacy,

crisis intervention resources, an embedded clinician, forensic services, and regional intelligence and law enforcement partnerships. BCPD also operates a certified forensic laboratory, one of a limited number of municipal forensic laboratories of its kind in Michigan.

BCPD continues to invest in community policing, technology, and data-informed operations. Current initiatives include expanded data-informed deployment capabilities, an AI-enabled deployment dashboard, and development of a Drone as First Responder program. The next Chief will lead an organization with significant strengths, established regional and community partnerships, contemporary capabilities, and a demonstrated record of reducing serious crime.





BATTLE CREEK POLICE DEPARTMENT

Mission:

The primary responsibility of the Battle Creek Police Department is public safety achieved by reducing crime, fear and disorder. The department conducts its activities lawfully and constitutionally while ensuring everyone is treated with dignity and respect, and its work is built on integrity, accountability, transparency and respect.

BCPD is a team committed to serving our neighbors with fairness, transparency and respect. We work every day to build a safe, welcoming Battle Creek through strong relationships, professional policing and a deep connection to the community we serve.

Guiding Principles:

Integrity. The foundation of a police department is its relationship with the community it serves, built and maintained with neighbors and business owners.

Collaboration. Public safety is the responsibility of the entire community, in partnership with social services, public health and community organizations.

Smart Policing. Data, information, intelligence and evidence-based practices guide the department's strategies. BCPD will be smart in its operations, judicious in how it allocates resources, accountable and transparent.

05. THE IDEAL CANDIDATE

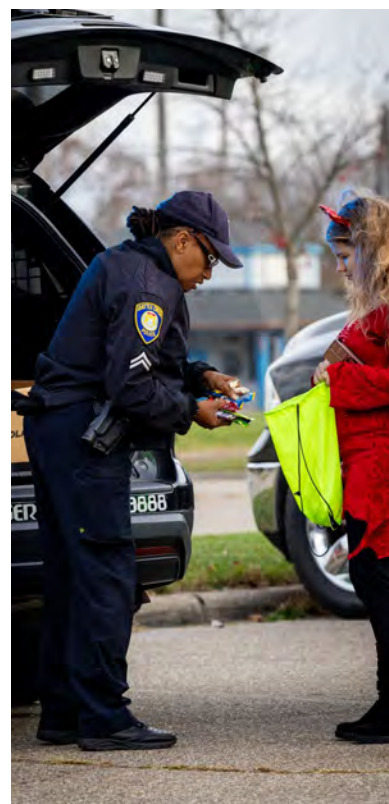
Character and Executive Leadership

The next Chief will be of unquestioned integrity whose leadership reflects sound judgment, fairness, humility, courage, responsibility, and service. The successful candidate will be grounded and relatable while possessing the executive presence, seasoned judgment, and leadership maturity necessary to lead a complex law enforcement organization, establish clear expectations, make difficult decisions, and uphold high professional standards throughout the Department.

Organizational Leadership

Developing the next generation of BCPD leaders will be a defining responsibility of the next Chief. The successful candidate will be a proven developer of people with demonstrated success mentoring employees, preparing supervisors and commanders for greater responsibility, identifying emerging talent, strengthening succession planning, and creating meaningful pathways for professional growth. Particular emphasis will be placed on the Chief's ability to prepare newer officers through effective training, mentorship, supervision, and clearly articulated organizational expectations.

The ideal candidate will understand how to lead a multigenerational workforce and will communicate both organizational expectations and the purpose behind decisions. The Chief will foster an environment where employees understand the mission, are recognized for meaningful contributions, and are empowered to exercise sound judgment. The successful candidate will translate organizational values into practice through policy, training, supervision, performance standards, and consistent accountability.



Operational Leadership

The successful candidate will possess strong operational credibility and demonstrated experience with proactive, intelligence-led, and data-driven policing. The next Chief will build upon BCPD's progress in reducing serious violent crime while maintaining an unwavering commitment to constitutional policing, professionalism, organizational integrity, and public confidence.

The next Chief will continually assess deployment, staffing, technology, investigative capabilities, and service delivery to identify opportunities for greater effectiveness and organizational advancement. Battle Creek values a forward-looking leader who embraces innovation while ensuring that technology and organizational change remain mission-driven and produce measurable value.

Community Leadership

The successful candidate will bring a demonstrated record of building resilient, trust-based relationships across diverse communities. Relationship building will be viewed as a responsibility shared throughout the organization. The Chief will strengthen connections with neighborhoods, youth, schools, faith communities, businesses, historically underserved communities, immigrant populations, disability advocates, individuals experiencing homelessness, and other community partners.

The successful candidate must be equally comfortable engaging those who strongly support the Department and those who question its practices, recognizing that credibility is earned through openness, consistency, listening, and follow-through. The Chief will value transparency as an essential component of public trust and communicate clearly about departmental priorities, challenges, decisions, and progress. The next Chief must

also be capable of leading through controversial and high-profile incidents while providing appropriate transparency and timely, credible information to employees, City leadership, elected officials, and the community.

Fiscal and Administrative Leadership

The successful candidate will demonstrate strong fiscal and administrative acumen and responsible stewardship of public resources. The next Chief must understand the financial implications of staffing, overtime, equipment, technology, contractual obligations, capital needs, and long-term initiatives. The Chief will align resources with organizational priorities, effectively manage the Department's budget, pursue appropriate grant opportunities, and clearly articulate operational and capital needs to City leadership.

Labor Relations and Organizational Partnership

The next Chief will assume leadership within a well-established collective bargaining environment. Three police collective bargaining agreements are scheduled to expire June 30, 2027, making demonstrated experience working effectively within a collective bargaining environment particularly valuable. The successful candidate should understand collective bargaining, employee due process, discipline, and constructive labor-management relations.

The successful candidate will also view BCPD as an integral part of the larger City organization and will work effectively with City leadership, fellow department directors, community organizations, the Community Oversight Board, and regional public-safety partners. The Chief will welcome meaningful input, sustain productive partnerships, and demonstrate the ability to turn community and organizational concerns into thoughtful, measurable actions.



06. QUALIFICATIONS

The successful candidate will possess a distinguished record of progressively responsible law enforcement leadership, including a minimum of ten years of progressively responsible sworn law enforcement experience and at least five years at the command level. The most competitive candidates will possess significant executive or senior command experience in a municipal law enforcement organization of comparable or greater size, complexity, and operational responsibility.

The most competitive candidates will demonstrate accomplishments in executive leadership and organizational change, crime reduction, community-oriented policing, workforce and leadership development, recruitment and retention, labor relations, technology implementation, fiscal management, crisis leadership, and public communication. Equally important will be a demonstrated commitment to constitutional, fair, and

impartial policing and experience advancing de-escalation, respectful communication, cultural competence, disability and behavioral-health recognition, and equitable treatment through policy, training, supervision, and professional standards. Experience recruiting and cultivating a workforce reflective of the community served is also desirable.

A bachelor's degree from an accredited college or university is required. A master's degree in criminal justice, public administration, business administration, organizational leadership, or a closely related field is preferred. Advanced executive leadership training through programs such as the FBI National Academy, PERF Senior Management Institute for Police, Northwestern University School of Police Staff and Command, or comparable programs is highly desirable. Candidates must meet applicable Michigan certification requirements.

07. COMPENSATION AND BENEFITS

The City of Battle Creek offers a competitive starting salary up to \$154,000, commensurate with qualifications, experience, and professional accomplishments. In addition to competitive base compensation, the City provides a comprehensive benefits package that includes medical and prescription coverage, dental and vision insurance, life and accidental death and dismemberment insurance, Health Savings and Flexible Spending Account options, Employee Assistance Program services, and additional voluntary benefits. Battle Creek also maintains retirement benefits for eligible Police and Fire employees through a retirement system established under Michigan Public Act 345.



APPLY **08.** TODAY.



TO APPLY

The position will remain open until a final selection is made. For optimal consideration, candidates are encouraged to apply by October 23, 2026, by submitting a compelling cover letter, comprehensive resume, and list of professional references to apply@publicsectorsearch.com.

Only the most highly qualified candidates will be invited to participate in the selection process. References will not be contacted until mutual interest has been established.



APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.
(916) 789-9990 | www.publicsectorsearch.com

Ron Walsh, Senior Consultant
City Manager (Ret.) / Chief of Police (Ret.)
Work: (916) 789-9990
Mobile: (516) 672-5031 | ron@publicsectorsearch.com

Apply by October 23, 2026 for optimal consideration:
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