



Herbert A. Durfee, III  
Town Manager

**Job Opening  
Town of Norwich, Vermont  
Police Chief**

**Norwich, VT** (pop. ~3,400 with a Town Manager form of government) seeks applications for its Police Chief position. The Chief leads a department of 3 sworn FT officers, 1 FT administrator, a couple of limited use PT officers, and the PT school crossing guards.

Seeking candidates with a track record related to:

- Effective law enforcement.
- Community-based policing rooted in the 6 Pillars of 21<sup>st</sup> Century Policing.
- Being able to adapt to the changing nature of policing without compromising stewardship of trust and confidence that a community places in a police department.
- Preparing clear, strategic visions with specific goals, objectives, and action plans for a department and as a regional partner.
- Having solid rapport with a Town Manager/supervisor.
- Being well-versed in departmental budgeting, including capital budgeting.

Minimum qualifications:

- Bachelor's degree, preferably in management, criminal justice, or related field from an accredited college/university, and a minimum 7-10 years of experience in the police profession as a sworn officer with at least 3 years at the command level (Sergeant and/or above). Preferred: Master's degree and/or demonstration of continued professional development such as graduation from a nationally recognized police management program.
- Possession of a valid motor vehicle operator's license.
- Possession of (or ability to possess) a Vermont license to carry a firearm, and training and qualification in the use of firearms.
- Certification as a FT officer by the Vermont Criminal Justice Training Council, or the ability to obtain such certification within 1 year of date of hire.
- Residency within 30 minutes from the NPD unless an exception is granted by the Town Manager, specific to proximity of travel routes and practical response time.
- Able to pass physical, physical agility, and psychological exams and a comprehensive background check.

No later than 4:30 pm, Friday, April 9, 2021, apply in confidence with a cover letter, resume, related information, and professional references to:

Herbert A. Durfee, III, Town Manager  
Attn: Police Chief Search  
Town of Norwich  
300 Main St., PO Box 376  
Norwich, VT 05055  
[hdurfee@norwich.vt.us](mailto:hdurfee@norwich.vt.us)

Job description may be obtained via [www.norwich.vt.us](http://www.norwich.vt.us). This is a Grade 23, salaried position ("Step" commensurate with experience) with benefits including pension (VMERS), health, dental, vision, limited life insurance, and use of a vehicle. The position remains open until filled.  
*Equal Opportunity Employer*