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## **Become the Next Chief of Police of Souderton Borough Guiding the Department's Next Chapter with Clarity and Purpose**

Souderton Borough, located in Montgomery County, Pennsylvania, is seeking a confident, grounded, and community-focused Chief of Police. This is a critical leadership opportunity for a seasoned law enforcement professional who can lead with both credibility and approachability—someone who can earn the trust and respect of their officers while building strong relationships throughout the Borough.

Souderton's next Chief must be an individual with presence; someone who communicates clearly, leads decisively, and fosters unity across the department. The Borough is looking for a leader who will guide the agency forward with integrity, professionalism, and clarity of purpose.

At the same time, Souderton remains deeply committed to the principles of community policing. The next Chief must be a visible and engaged figure in the community; someone who values collaboration, proactively addresses community concerns, and understands that public trust is earned through presence, professionalism, and transparency.

### **About Souderton Borough**

Souderton Borough, located in Montgomery County, Pennsylvania, is a historic community with a population of just over 7,000 residents. Established in 1887, the Borough has evolved from its agricultural roots into a vibrant town that blends tradition with modern livability. Known for its walkable neighborhoods, locally owned businesses, and strong sense of community, Souderton offers a welcoming environment with year-round events and civic engagement.

The Souderton Borough Police Department is a full-service agency with ten sworn officers, including the Chief of Police. The department provides 24/7 coverage and is built on a foundation of professionalism, accountability, and community trust. Officers are committed to a visible, engaged approach to public safety that prioritizes partnership with residents and long-term problem-solving.



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**Key Qualifications:**

- Experience:
  - A proven leader with a minimum of 10 years in law enforcement, including at least 5 years in a command or supervisory role.
  - Prior experience as a Chief of Police or in an executive-level position within law enforcement is strongly preferred. The ideal candidate will bring a successful track record of leading a department, demonstrating the ability to guide both internal and community-focused initiatives with integrity and strategic vision.
- Education:
  - Bachelor's degree preferred, but not required
- Executive Command Training:
  - Completion of recognized police executive command training programs is highly desirable. This may include the FBI National Academy, Northwestern University's School of Police Staff and Command, the Southern Police Institute, or equivalent advanced training programs.
- Certification:
  - Pennsylvania Act 120 certification (or eligibility to obtain it within six months of hire) is required to meet state law enforcement standards.
- Command Presence and Leadership with Intent
  - Brings a calm, confident presence that promotes respect, consistency, and stability.
  - Sets clear expectations and follows through in a way that reinforces shared values and accountability.
  - Keeps the team focused on priorities, guiding through challenges with perspective and professionalism.
  - Communicates directly and thoughtfully, even in complex or sensitive situations.
  - Leads with intention and composure, modeling the behavior expected throughout the organization
  - Enforces standards with consistency and fairness, creating a culture of mutual respect and responsibility.
- Internal Leadership and Department Culture
  - Committed to mentoring and developing internal talent and preparing future leaders.
  - Ability to build cohesion within the department and foster a professional, respectful work environment
  - Supports the development of staff through clear expectations, regular feedback, and opportunities for advancement



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- Community Engagement and Policing
  - Demonstrated commitment to community policing and proactive problem-solving.
  - Proven ability to build relationships with residents, schools, businesses, and community partners.
  - A visible, approachable leader who fosters trust through consistent presence and open communication.
  - Skilled in aligning police services with the community's expectations and priorities.

**Salary and Benefits:**

The salary for this position ranges from \$125,000 to \$145,000, based on experience, and is accompanied by a comprehensive benefits package.

**Your Impact:**

As Chief of Police in Souderton Borough, you will have the opportunity to shape the department's future – setting a clear tone, aligning the organization around shared values, and leading with purpose. This role requires someone who can bring people together, elevate expectations, and guide the department through the next chapter of its evolution, all while fostering a culture grounded in respect, accountability, and service.

**How to Apply:**

Qualified candidates are invited to submit a cover letter and resume to [info@aspirantllc.com](mailto:info@aspirantllc.com). **Application Deadline: May 18, 2025, by 11:59 PM**

*Souderton Borough is an Equal Opportunity Employer.*