EXECUTIVE SEARCH | CHIEF OF POLICE

MAHONING TOWNSHIP • CARBON COUNTY, PENNSYLVANIA

Lead with integrity. Serve a rural community. Build trust through visible, practical policing.

Pennsylvania Chiefs of Police Association | Executive Recruitment

About the Community

Mahoning Township, located in Carbon County in northeastern Pennsylvania, seeks a Chief of Police who appreciates the relationships, independence, and public-service expectations of a rural township. The community's character calls for an accessible police leader who understands that effective public safety extends beyond enforcement: it requires familiarity with residents, responsiveness to local concerns, and a lasting partnership with elected officials and neighboring agencies.

The next Chief must be comfortable addressing the realities of rural municipal policing, including geographically dispersed service demands, travel corridors, traffic safety, limited resource decision-making, and cooperation with regional emergency-response partners. The successful candidate will respect the Township's identity while applying contemporary professional standards and common-sense leadership.

About the Position and Department

Mahoning Township is seeking a principled, hands-on Chief of Police to provide leadership, operational direction, and accountable for patrol and administration of its municipal police function. Working with the Township's governing body and designated municipal officials, the Chief will sustain dependable police services, develop personnel, steward public resources responsibly, and strengthen trust with the community.

This opportunity is especially well suited to an experienced municipal police leader who values direct engagement with officers and residents, is willing to remain operationally connected, and can balance immediate community needs with thoughtful long-range planning.

Key Responsibilities

- Provide executive leadership and day-to-day oversight of police operations, supervision, staffing, schedules, training, policy, records, and emergency preparedness.
- Promote a visible, approachable community-policing philosophy that values relationships with residents, farms, local businesses, schools, and community organizations, as applicable.
- Address traffic and roadway safety, calls for service across a rural service area, crime prevention, and coordination with neighboring police, fire, EMS, and Pennsylvania State Police resources.
- Prepare and administer responsible operating and capital budgets; assess fleet, equipment, technology, facilities, and grant opportunities with attention to long-term affordability.
- Mentor and hold personnel accountable through fair supervision, sound performance management, professional development, officer wellness, and ethical decision-making.
- Communicate clearly with Township officials and the public; provide timely, accurate reporting and practical recommendations within the Township's governmental structure.
- Maintain lawful, professional police practices consistent with applicable Pennsylvania requirements, sound risk management, and 21st Century Policing principles, including trust, legitimacy, and community partnership.

Minimum Qualifications — Proposed for Township Approval

- At least 15 years of progressively responsible law enforcement experience, including two years in a supervisory, command, or executive leadership position.
- Current Pennsylvania municipal police officer certification, or eligibility to obtain certification in accordance with applicable MPOETC requirements.
- Demonstrated experience with police operations, personnel supervision, budgeting, policy administration, and professional accountability.
- Effective written and oral communication, ethical judgment, sound decision-making, and the ability to work constructively with elected officials and residents.

- Valid driver's license and ability to complete required employment screening and a comprehensive background investigation.

Preferred Qualifications

- Leadership experience in a rural, small-community, or similarly situated full-service municipal police agency.
- A college degree (associates or bachelor) in criminal justice, public administration, or a related field.
- Graduation or attendance from a law enforcement leadership program.
- Experience with interagency coordination, recruitment and retention, traffic safety, professional standards, resource planning, and community engagement.

Position and Compensation

Position	Chief of Police
Employer	Mahoning Township, Carbon County, Pennsylvania
Reports to	Township governing body / designated municipal official (confirm reporting structure)
Employment status	Full-time executive position (to be confirmed)
Compensation	Salary range and benefits package to be announced following Township approval

Application Requirements

Candidates are asked to submit the following documents into one combined PDF:

- **Resume or curriculum vitae.**
- **Cover letter, not to exceed one page, explaining the applicant's interest in serving Mahoning Township.**
- **Professional biography, not to exceed one page.**
- **Do not include a professional photograph.**

How to Apply

Submit by email only to Recruiting@pachiefs.org.

Use subject line: “Mahoning Township – Chief of Police Search.”

APPLICATION DEADLINE: December 1, 2026 at 12:00 PM (noon) Eastern Time

Candidates advancing in the process may be asked to participate in standardized assessments, interviews, and other related pre-employment reviews. Direct process-related questions to the Pennsylvania Chiefs of Police Association at gsimpson@pachiefs.org.

Equal Opportunity Employer

Mahoning Township is an equal opportunity employer. Qualified applicants will receive consideration without regard to any status protected by applicable federal or Pennsylvania law.