



Town of Hopkinton, Massachusetts

Job Announcement

Chief of Police

The Town of Hopkinton is seeking an experienced, forward-thinking, and community-focused leader to serve as its next Chief of Police. The successful candidate will lead a well-trained, professional department dedicated to excellence in service, community engagement, and public trust.

COMMUNITY

The Town of Hopkinton is located in Middlesex County, Massachusetts, 26.0 miles west of Boston. Hopkinton is approximately 28 square miles in area and is rich in history. Hopkinton is well known as the starting point for the Boston Marathon and headquarters for the Dell EMC Corporation. The Town is easily accessed by a system of state routes and public transportation via the Southborough Massachusetts Bay Transportation Authority (MBTA) train, located on the Hopkinton Southborough town line, which provides direct access to Boston and other locations to the West, and the MetroWest Regional Transit Authority bus system.

The Town of Hopkinton, established in 1715, continues to gain widespread media attention each year in April when the internationally known Boston Marathon event takes place. Runners from all over the world gather on Main Street to experience a 26.2-mile run in what is always an enjoyable and exciting competition.

Hopkinton's resourcefulness and spirit are shared by Town residents, volunteers, local businesses, and industrial communities that participate in Town government and contribute generously to the Town's community projects and programs. The Town's multi-faceted private and public recreational facilities support a community that is strongly committed to maintaining a vibrant and healthy lifestyle. The Town's unwavering commitment to a highly successful educational system is incomparable.

All these are an integral part of its rich culture, which in the Town's nearly 300 years of history and tradition makes it a caring and exciting place to live.

To learn more about the Town of Hopkinton, please visit <https://www.hopkintonma.gov>

THE CANDIDATE

The next Chief of Police must be approachable, visible, and deeply engaged with the community. The successful candidate will actively connect with residents and stakeholders in both formal and informal settings, building strong partnerships and encouraging open dialogue.

As a key member of the Town's leadership team, the Chief of Police will be a collaborative leader with demonstrated executive experience, exceptional communication skills, and a strong commitment to public safety and service. The Chief of Police must be responsive, empathetic, and capable of addressing the needs and concerns of an informed, engaged and diverse community.

The ideal candidate will also bring:

- Extensive law enforcement experience, including command-level leadership.
- A commitment to community policing and public engagement
- Strong decision-making, interpersonal, and organizational leadership skills
- A history of ethical leadership and professional development of staff

Candidates must possess a thorough knowledge of the principles and practices of police administration and of approved police methods and procedures; state and federal laws and regulations affecting police work; criminal law and modern techniques of criminal investigations; labor law and collective bargaining; and technology used in police work.

Desired characteristics and abilities:

- Model integrity and ethical behavior
- Make sound and well-informed decisions
- Develop objectives to achieve the department's missions
- Foster effective working relationships with diverse groups
- Identify issues, analyze problems, and work collaboratively to solve them
- Be accessible and supportive of professional development, retention, and diversity
- Understand and appreciate positive, and productive labor relations

THE ROLE

The Police Chief is responsible for the overall administration, leadership, and day-to-day operations of the Police Department.

The Chief will set clear strategic goals, lead with vision, and foster a culture of accountability, professionalism, and service. This role includes, but is not limited to, planning and directing all internal and external departmental functions related to the enforcement of local, state laws, and federal laws. Key responsibilities include providing motivational leadership, overseeing training and professional development, preparation and administration of department budgets, ensuring succession planning, and guiding staff at all levels. The Chief interacts in a collaborative manner with other departments and the school system to achieve favorable outcomes on aligned goals.

The Chief of Police will be expected to participate actively in public events, outreach initiatives, and community-building efforts, while also responding to inquiries, complaints, and grievances with promptness, fairness, and professionalism.

THE DEPARTMENT

The Hopkinton Police Department is a fully accredited department dedicated to delivering both traditional and non-traditional law enforcement services to residents and visitors alike. The department operates with a strong emphasis on compassion, integrity, and ethical conduct, ensuring that every interaction reflects the values of the community it serves.

The Hopkinton Police Department is a full-service Massachusetts Accredited agency consisting of a Chief, one (1) Deputy Chief, two (2) Lieutenants, six (6) Sergeants, sixteen (16) Full-Time Patrol Officers and one (1) Administrative Manager. The Police Chief does not oversee public safety communications. The Communications Director supervises the Town of Hopkinton's Public Safety Communications Center, which is responsible for the department's 911 and dispatch needs.

QUALIFICATIONS

- Master's Degree in Criminal Justice, Law Enforcement, Public Administration or related field;
- Minimum of ten (10) years of progressively responsible experience in law enforcement, including five (5) years in a supervisory capacity.
- Candidates must be active in the law enforcement field and hold a minimum rank of lieutenant to apply.
- Possession of or ability to obtain a valid Massachusetts motor vehicle operator's license;
- Possession of a Massachusetts License to Carry firearms; and
- Applicants must be a graduate of the Commonwealth of Massachusetts Municipal Police Training Committee (MPTC) Basic Recruit Officer Academy (or eligible for a Permanent Exemption by the MPTC) and must satisfy all requirements set forth by the Massachusetts Peace Officer Standards and Training Commission for certification as a Police Officer in the Commonwealth of Massachusetts.
- Graduates of major policing executive development programs including the FBI National Academy, the Police Executive Research Forum Senior Management Institute for Police or Police Executive Leadership Institute preferred.

COMPENSATION & BENEFITS

Hopkinton offers a generous benefits package which includes a full salary range of \$170,000 – \$208,000, commensurate with qualifications. Additional benefits include group health insurance, dental insurance and an optional employee paid supplemental health plan. The town also offers an optional employee paid 457(b) deferred compensation plan and paid vacation, holidays, personal and sick days.

Interested applicants should send a cover letter and résumé, as a single PDF file, via email to Jessica Lewerenz at jlewerenz@hopkintonma.gov. Cover letters and Resumes should be received by 4:00 P.M. on Tuesday, June 16th, 2026.

*The Town of Hopkinton is an Equal Opportunity, Americans with Disabilities Act Employer.
Women and Minority candidates are encouraged to apply.*