



POLICE CHIEF

Annual Salary:

\$140,000-\$160,000 DOE/DOQ

Gladstone Police
Department

Gladstone, Missouri



Are you an experienced law enforcement executive who can build culture, develop leaders, strengthen accountability, and position an organization for long-term success? If so, apply to become the City of Gladstone's next Police Chief.

We're looking for an exceptional, visible, and engaged leader who is:

- Experienced in organizational transformation and culture development
- Successful in recruitment, retention, and succession planning
- Committed to accountability, professionalism, and leadership development

If you are ready to lead a well-equipped department supported by an engaged City Manager and governing body, read on to learn more about this exceptional opportunity.



ABOUT THE COMMUNITY

Gladstone is a vibrant and growing community located in Clay County, Missouri, immediately north of downtown Kansas City. Known as a premier Northland suburb, Gladstone offers residents the advantages of a close-knit community while providing convenient access to all the amenities of the Kansas City metropolitan area.

Located just minutes from Kansas City International Airport and major transportation corridors, Gladstone is ideally situated for both professional and personal convenience. The community's growing downtown district, anchored by Linden Square, serves as a gathering place for concerts, festivals, and family-friendly events throughout the year. Residents enjoy access to the Gladstone Community Center, an extensive parks system, athletic facilities, pickleball courts, walking trails, and recreational programs for all ages. The AJ Barn Wedding and Event Venue is scheduled to open in 2026, adding another unique destination to the community's growing list of amenities.

The City combines established neighborhoods with ongoing redevelopment efforts, modern public facilities, and strong municipal leadership. Residents benefit from a high quality of life, excellent public services, and easy access to employment, entertainment, and cultural opportunities throughout the Kansas City region.

GOVERNANCE & ORGANIZATION

The City of Gladstone operates as a Missouri Third Class City governed by a Council-Manager form of government. The governing body consists of five elected officials, including the Mayor, who serve three-year terms. The City Manager and City Clerk are appointed positions. The City employs approximately 196 employees and provides a full range of municipal services, including public safety, parks and recreation, public works, community development, and administrative services. The organization is known for strong leadership support, stable governance, and a commitment to continuous improvement.



POPULATION
27,497



MEDIAN HOUSEHOLD INCOME
\$79,271



MEDIAN HOME VALUE
\$231,500
AVERAGE MONTHLY RENT
\$1,088

Tourism



History





ABOUT THE JOB

The Gladstone Police Department is a progressive, community-focused organization dedicated to delivering exceptional public safety services through professionalism, innovation, and strong community partnerships. The department utilizes advanced technology and operates from a recently constructed \$17 million police headquarters.

Reporting directly to the City Manager, the Police Chief will:

- Lead organizational culture and accountability initiatives
- Strengthen leadership development and succession planning
- Improve recruitment and retention efforts
- Develop future supervisors and command staff
- Maximize investments in personnel, facilities, and technology
- Foster strong relationships with City leadership, employees, and the community
- Maintain a highly professional, service-oriented police department

[FULL JOB DESCRIPTION](#)



DEPARTMENT STRUCTURE

Divisions within the department:

- Administration
- Patrol Operations
- Investigations
- Support Services
- Animal Control

ORGANIZATION QUICKFACTS

Sworn Personnel: 48 authorized positions

Civilian Personnel: 17 positions

Total Department Employees: 65

- New \$17 Million Police Headquarters
- Modern Vehicle Fleet

KEY PROJECTS FOR 2026-2027

- Strengthen leadership development and succession planning throughout the organization
- Improve officer recruitment and retention amid a competitive labor market
- Build and sustain a culture of accountability, professionalism, and excellence
- Develop future supervisors and command staff
- Maximize organizational performance through effective use of personnel, technology, and facilities
- Continue leveraging significant recent investments in public safety infrastructure and equipment



Gladstone Police Department

IDEAL CANDIDATE

The City seeks an experienced and highly engaged law enforcement executive who has successfully led organizational improvement efforts and understands how to build a high-performance culture. The successful candidate will be visible, approachable, and committed to developing future leaders while holding employees accountable to clear expectations and professional standards.

The ideal candidate will bring demonstrated success in recruitment, retention, leadership development, and succession planning. They will possess strong emotional intelligence, sound judgment, and exceptional communication skills. Experience building organizational culture, improving accountability systems, mentoring supervisors, and creating long-term organizational sustainability will be highly valued. Most importantly, the next Chief must be committed to becoming an active and invested member of the Gladstone organization and community.

EXPERIENCE & QUALIFICATIONS

Required

- Bachelor's degree in Criminal Justice, Public Administration, or a related field
- Minimum five (5) years of command-level leadership experience in a law enforcement organization
- Ability to obtain Missouri POST certification

Preferred Qualifications

- Master's degree in Criminal Justice, Public Administration or a related field
- Significant command-level experience in a progressive law enforcement agency
- Demonstrated success leading organizational improvement, culture development, and leadership development initiatives
- Experience improving recruitment, retention, and succession planning efforts
- Proven ability to mentor supervisors and develop future command staff
- Completion of a recognized executive law enforcement leadership program: FBI National Academy, Northwestern School of Police Staff and Command, Southern Police Institute, Senior Management Institute for Police (SMIP), or equivalent executive leadership programs such as the FBI National Academy or similar programs

SALARY & BENEFITS

Compensation: \$140,000–\$160,000 DOE/DOQ

Health Benefits: Multiple medical plan options through UMR/United Healthcare, dental and vision coverage through Guardian, prescription coverage, health savings account options, and flexible spending accounts.

Paid Leave: Comprehensive PTO program including vacation, sick leave, floating holiday benefits, compensatory time, and ten paid holidays annually.

Retirement: Employer-funded Missouri LAGERS pension plan with vesting after five years of service and supplemental retirement savings opportunities through MissionSquare 457(b) and Roth IRA plans.

Additional Benefits: City-paid group life insurance, long-term disability coverage, employee assistance program, tuition reimbursement up to \$3,000 annually, longevity pay, employee referral incentives, wellness benefits, discounted Community Center memberships, and THRIVE program reimbursement.



Benefits at a
glance



HOW TO APPLY

Apply Here



For more information on this position, contact:

Clay Pearson, Senior Vice President, Executive Recruitment

cpearson@governmentresource.com | 713-816-8639

The City of Gladstone is an Equal Opportunity Employer. Finalists will be subject to a comprehensive background investigation and other pre-employment requirements consistent with Missouri law and City policy.