



SUPERINTENDENT OF THE VIRGINIA STATE POLICE

Commonwealth of Virginia

Richmond, VA

The Commonwealth of Virginia is seeking a transformational leader to serve as the next Superintendent of the Virginia State Police.

About The Virginia State Police

The Virginia State Police (VSP) provides high quality, statewide law enforcement services to the residents of the Commonwealth of Virginia and its visitors.

Its services range from criminal background checks for employers to vehicle safety inspections, as well as traditional law enforcement roles including executive protection, homeland security and counter-terrorism, tactical team operations, and the investigation of violent crimes and fire and explosives incidents.

Helmed by the **Superintendent's Office**, Virginia State Police carries out these services across four bureaus:

The Bureau of Field Operations provides both traffic enforcement and criminal law enforcement with the support of its Safety Division, Special Operations Division, and other programs and teams.

The Bureau of Criminal Investigation provides investigation of all criminal matters as mandated by statute, established Department policy through the Bureau of Criminal Investigation, and referred by the Governor.

The Bureau of Administrative and Support Services provides the Department with essential technical and professional services, such as radio and radar installation, IT, procurement, and buildings and grounds.

The Bureau of Strategic Governance tracks, monitors, secures, and guides the Department's progress toward achieving and sustaining strategic objectives, such inclusivity and diversity and records request management and the work of the Professional Standards Division and the Office of Legal Affairs.

More information on the work of the Superintendent's Office and the four Bureaus can be found in the [2023 VSP Facts & Figures Report](#).

Virginia State Police by the Numbers

7

Field Divisions Across the Commonwealth

74,000

Miles of roadways and highways patrolled

49

State Police Areas comprised of one or more cities/counties

3,000

Employees across the Commonwealth



About the Virginia State Police Superintendent

The Virginia State Police Superintendent serves as the Chief Executive of the Virginia State Police organization, tasked with shaping the strategic vision and overseeing all operational activities related to law enforcement within the state. An annual salary range of \$195,846 - \$245,000 has been budgeted for this position.

Safety and Security

The Superintendent is responsible for establishing and implementing policies, protocols, and best practices that ensure the safety and security of the state's residents and assets. This involves not only maintaining law and order but also proactively addressing emerging threats that could impact public safety, including organized crime, terrorism, and cyber threats.

Transformation and Modernization

A crucial aspect of the Superintendent's position is to lead the transformation and modernization of the Virginia State Police organization. This includes evaluating and enhancing current practices, integrating advanced technology, and implementing innovative approaches to law enforcement. The Superintendent is committed to fostering a culture of continuous improvement that embraces new methodologies, such as data-driven policing and the use of technology in crime prevention and investigation.

Collaboration and Engagement

Collaboration is a key element of this position, as the Superintendent works closely with:

- Federal, state, and local law enforcement agencies,
- Emergency services,
- Public health officials,
- Private industry, and
- Community organizations.

This involves coordinating joint operations and information-sharing initiatives to bolster public safety and enhance community resilience against potential threats.

The Superintendent also plays a crucial role in engaging with the community, establishing trust, and promoting transparency in law enforcement practices. This includes active participation in public forums, community outreach programs, and educational initiatives aimed at fostering positive relationships between law enforcement and the communities they serve.

The law enforcement oversight responsibilities of the Superintendent also include the management of:

- Personnel,
- Resources, and
- Budgetary allocations.

VIRGINIA STATE POLICE VALUES

COMPETENCE

INNOVATION

TRUST

COMMITMENT

WELLNESS

LEADERSHIP

Position Qualifications

The Virginia State Police Superintendent embodies the qualities of strong decision-making, strategic planning, and crisis management. The Superintendent is adept at analyzing complex situations, assessing risks, and making informed decisions that align with the agency's mission to protect and serve. A focus on ethics and integrity is paramount, ensuring that all actions taken by the Superintendent and the agency uphold the highest standards of professionalism and accountability.

The qualified candidate will have a bachelor's degree in criminal justice, public administration, homeland security, or a related field; a master's degree is preferred. The qualified candidate will also have at least 15 years of law enforcement experience with a record of success in leadership roles.

In alignment with the responsibilities of this position the qualified candidate will also have the following skills, experience, and attributes:

- Proven ability to lead and effectively manage a diverse team of law enforcement personnel, particularly in high-pressure situations.
- Strong strategic planning and decision-making abilities tailored to law enforcement and homeland security contexts.
- In-depth understanding of state and federal laws, regulations, and policies pertaining to law enforcement, homeland security, and public safety.
- Familiarity with current trends in crime prevention, counterterrorism, and critical infrastructure protection.
- Excellent verbal and written communication skills for engaging with various stakeholders, including community members, government officials, local law enforcement and the media.
- Ability to effectively communicate complex information related to public safety and crisis response.
- Proven experience in managing crisis situations requiring coordination between law enforcement, emergency services, and homeland security agencies.
- Strong analytical and problem-solving skills to evaluate security threats and develop comprehensive strategies for risk mitigation.
- High ethical standards and integrity, with a commitment to upholding laws and building public trust in law enforcement and homeland security efforts.
- Experience in developing training and educational programs focused on law enforcement practices, homeland security protocols, and critical infrastructure protection.

Certifications

The ideal candidate will have relevant law enforcement and homeland security certifications. Additional credentials in leadership, emergency management, or public safety may increase consideration.



To Apply

The Commonwealth of Virginia is partnering with PoliHire in the search for the next Virginia State Police Superintendent. For immediate consideration, we encourage interested individuals to submit their cover letters and resumes as soon as possible by [clicking here](#). Final review of applications will take place in early January 2025.