



Rochester Police Department  
Open Competitive Promotional Assessment Center

Police Captain

The Town of Rochester is seeking a community-oriented, experienced professional to join its leadership team as a Police Captain.

Rochester is a suburban community located in Plymouth County Massachusetts, 60 miles south of Boston with an approximate population of 5,800. This quintessential community has approximately 2,117 households, open fields, scenic hiking trails, offers excellent schools and is a “Right to Farm Community”.

The Rochester Police Department is a full-service non-civil service agency consisting of 13 full-Time Officers, 4 part-time officers for patrol work, 3 reserve officers for special duties, a part-time Animal Control Officer and two administrative assistants. The department is part of the “Regional Old Colony Communications Center” and has an overall operating budget of \$2.1 Million.

As part of the selection process, eligible candidates will be required to submit a cover letter and resume and participate in a promotional assessment center.

**ASSESSMENT CENTER LOCATION, DATE and TIME:** The assessment center will be held on Saturday, **TBD**, 2025, at the **TBD**, . Candidates must arrive at the testing location no later than 7:30 a.m.

**ASSESSMENT CENTER PROCESS:** In the Assessment Center, candidates will participate in a series of individual exercises that simulate critical aspects of the target job. Trained assessors will observe each candidate’s performance and responses and evaluate exhibited behaviors on predefined dimensions that relate to success in the specific job in question.

The Assessment Center is designed to test, where practicable, the following Knowledge, Skills, Abilities and Personal Traits (KSAPs) that have been established as qualifications for the position which consist of: Oral Communications, Written Communication, Interpersonal Insight, Problem Analysis, Judgment, Decisiveness, Planning and Organizing, Delegation and Control, Adaptability and Police Ethics. Candidates should possess a strong knowledge of modern principles and practices of police work; supervisory ability; writing skills; ability to plan; assign and effectively organize activities of subordinates; ability to read, understand and communicate to others various written and verbal departmental directives; ability to instruct others in proper police methods and procedures; ability to instruct community leaders and community groups in an effective and tactful manner; ability to work well with and gain the respect of subordinates; good judgement and physical condition commensurate with the demands of the position.

**ELIGIBILITY:** To be eligible for the position of Captain, candidates must have a minimum of ten (10) years of service as a full-time police officer. As used in this section “fulltime police officer” shall mean any POST certified full-time police officer employed by a municipal, county or state law enforcement agency within Massachusetts.

The candidate for the position of Captain should possess at least five (5) years of service as a Sergeant or above. The Town, in its sole discretion, reserves the right to hire an external candidate for the position of Captain, if the Town deems it in the best interest to do so. It should be noted, this position is a “Personal Service Contract” between the candidate and the Town of Rochester.

### **ADDITIONAL REQUIREMENTS**

- Possession of or ability to obtain a valid Massachusetts driver's license.
- Must possess a valid Massachusetts Firearms License or obtain one upon hire.
- Must successfully complete a Criminal Offender Record Information (CORI) and background check (for external candidates).
- Must pass a medical and psychological evaluation as part of the hiring process (for external candidates).
- 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.

**JOB DUTIES:** Under supervision to perform the duties of a Police Captain in conformance with the rules and regulations of the Rochester Police Department; to perform all duties assigned by the Chief of Police in every phase of police work; and to perform related work as required. The next Rochester Police Captain will assist with the daily operations and ensure adherence to policies and procedures. Assist in leading various divisions within the department. Help build strong relationships with community members/stakeholders, promote transparency, accountability, and community engagement.

**ADDITIONAL EXAMINATION WEIGHTS:** Candidates may be eligible to receive additional points for the below listed areas.

- .25 points for an associate’s degree
- .50 points for a bachelor’s degree
- 1.00 points for a master’s degree or higher level of education
- .50 points for two (2) years of full-time military service
- 1.00 points for four (4) years of full-time military service
- .25 points for five (5) years of full-time law enforcement service
- .50 points for ten (10) years of full-time law enforcement service
- .75 points for fifteen (15) years of full-time law enforcement service
- 1.0 points for twenty (20) or more years of full-time law enforcement service

**SALARY and BENEFITS:** The Town of Rochester offers an exceptional benefits package with a base salary range of \$100,750 to \$110,250, commensurate with qualifications and experience, with the ability to work details and overtime. Benefits include group health and dental insurance, paid vacation days, paid personal days, fifteen (15) paid sick days a year, paid holidays, longevity, group life insurance, short-term disability insurance, other optional insurances, flexible spending plan, and a voluntary 457 deferred compensation plan.

**TESTING ACCOMMODATIONS FOR PEOPLE WITH DISABILITIES:** If you require testing accommodations due to a documented impairment such as a hearing, learning, physical, mental or visual disability, you must submit a letter of support from a qualified professional detailing what type of accommodation you require at the exam site. Without such a letter, we cannot guarantee that we will be able to provide your accommodation. This information is requested only to provide reasonable accommodation for exams and will not be used for any other purposes.

**HOW TO APPLY:** Interested applicants should send a cover letter and resume, as a single PDF file, via email to the Rochester Police Chief Michael Assad Jr. at [massad@townofrochester.com](mailto:massad@townofrochester.com). Cover letters and resumes should be received by 4:00 P.M. on Friday, January 17<sup>th</sup>, 2025.

*“Community Policing at its Finest”*

*The Town of Rochester is an Equal Opportunity Employer.*