



EXECUTIVE PROSPECTUS · 2026

Chief of Police

TOWNSHIP OF HAVERFORD

DELAWARE COUNTY, PENNSYLVANIA



70

SWORN PERSONNEL

50,431

RESIDENTS SERVED

\$190-205K

SALARY RANGE

Sept 14, 2026

APPLICATIONS OPEN



01 • THE COMMUNITY

Many neighborhoods. One shared public trust. Haverford expects its Police Chief to be visible, accessible, and credible across every ward.

INSIDE THIS PROSPECTUS

01 • COMMUNITY	2-5
02 • POLICE DEPARTMENT	6-8
03 • OPPORTUNITY & LEADERSHIP	9-10
04 • CANDIDATE & TERMS	11-12
05 • PROCESS	13

Haverford at a glance.

POPULATION

50,997

2025 estimate; 50,431 residents counted in the 2020 Census.

FOOTPRINT

9.95 sq. mi.

A compact first-ring suburb in Delaware County, west of Philadelphia.

DENSITY

5,071

Residents per square mile in the 2020 Census.

CIVIC STRUCTURE

9 wards

Thirty-six voting precincts represented by nine commissioners.

HOUSEHOLDS

18,166

Households; 87.4% of occupied homes are owner-occupied.

COMMUNITY FABRIC

Many voices

Distinct neighborhoods and civic organizations shape expectations for access, visibility, and trust.

LEADERSHIP CONTEXT

Success here depends on visible, accessible leadership across wards, neighborhoods, and civic organizations.

Sources: U.S. Census Bureau QuickFacts; Haverford Township ward and precinct records.

A close-in community with many centers of identity.

Just west of Philadelphia, Haverford is an established Delaware County community of 50,431 residents in 9.95 square miles. Havertown, Brookline, Llanerch, Oakmont, Manoa, Beechwood, Chatham Park, Haverford, and the areas adjoining Ardmore and Bryn Mawr each contribute a distinct sense of place.

Haverford is divided into nine wards, each containing four voting precincts — 36 electoral precincts in total. Each ward elects one Township commissioner. Schools, civic and faith organizations, businesses, youth programs, recreation groups, and service partners all contribute to public life and expect thoughtful access to Township leadership.

For the Police Chief, engagement is not ceremonial. It means listening before decisions are made, explaining operational choices clearly, showing up consistently, and being equally present with residents, officers, civilian employees, and partner organizations.



A community that participates.

Nine commissioners represent nine wards, keeping public concerns close to Township government. The Chief is appointed by the Township Manager, subject to majority approval by the Board — a relationship requiring mature partnership with both.

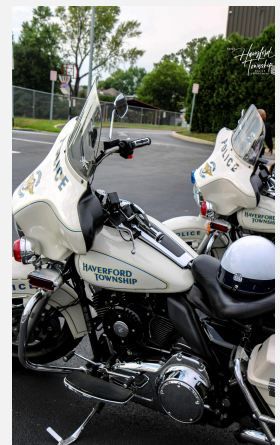
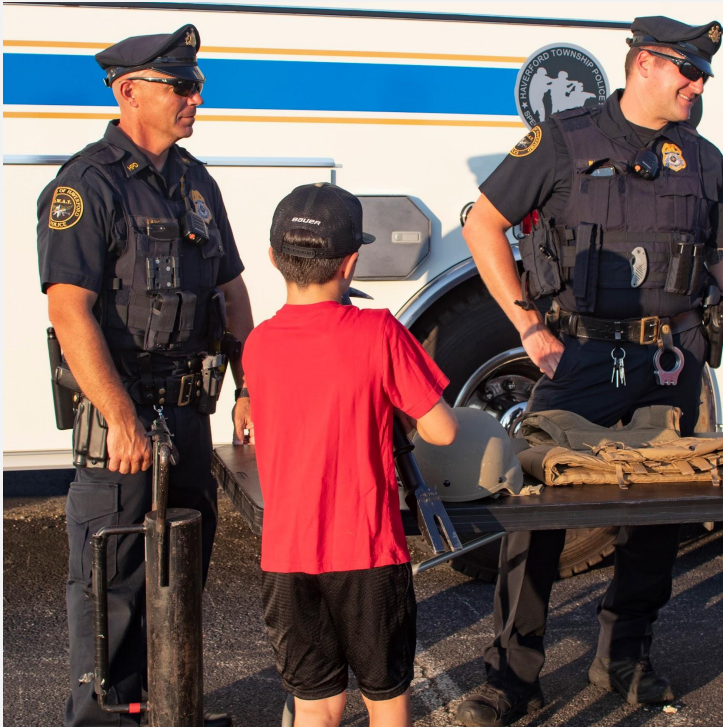
Public life is shaped by schools, civic and faith organizations, businesses, youth programs, and service partners. Engagement already includes National Night Out, school athletics, community improvement projects, K-9 outreach, and civic presentations.

The next Chief must build on that foundation: listen before decisions, explain choices clearly, show up consistently, and share visibility across the command team.

ENGAGEMENT IN PRACTICE



Photography: Haverford Township official photo gallery.

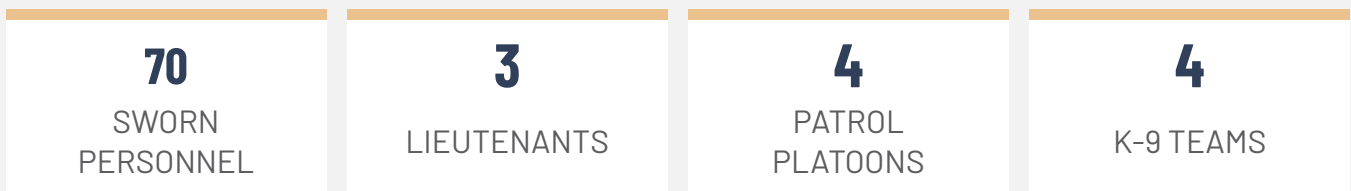


02 · THE HAVERFORD TOWNSHIP POLICE DEPARTMENT

A full-service agency with experienced personnel, visible community ties, and the operational range expected of a modern suburban police department.

Approximately 70 sworn personnel. One clear operating structure.

Haverford combines four patrol platoons, specialized investigations, special operations, and civilian support within a three-lieutenant command structure.



AGENCY ORGANIZATION



Advanced capability. Close to the community.

Haverford pairs the resources of a full-service police department with the accessibility residents expect from a community agency. Technology, specialized training, and regional partnerships support—not replace—sound judgment, personal relationships, and visible service.



READY FOR COMPLEX MOMENTS. PRESENT IN EVERYDAY LIFE.

Haverford Builds Readiness And Relationships Together

Haverford combines high capability with an unmistakably local style of policing. The Township sustains core and advanced training in tactics, impaired-driving enforcement, digital investigations, bicycle and motorcycle operations, K-9, SWAT, and major-incident response. Officers bring that readiness into everyday community life—teaching school classes, hosting station tours, visiting camps, attending National Night Out and Trunk or Treat, and playing sports with Haverford High School students. Those recurring contacts build the familiarity and trust that strengthen public safety.

6,453
TRAINING HOURS · 2024

64
SCHOOL CLASSES · 2024

6
COFFEE WITH A COP · 2024

Stewarding HTPD's next chapter.

Haverford offers the opportunity to lead a respected, experienced department with deep roots in the Township. The next Chief will inherit a strong foundation and the responsibility to carry it forward with care.

HTPD is a close-knit organization whose officers bring substantial experience, institutional knowledge, and pride to their work. Many have built long careers serving the same communities and working alongside one another. The next Chief should take time to learn that history, recognize the contributions of current leadership and personnel, and understand the traditions that have shaped the department.

The scope of service is broad—from patrol and investigations to traffic safety, emergency response, specialty capabilities, training, and community engagement. Success will depend on clear priorities, consistent communication, and a visible leadership presence. Working with the command team and supervisors, the Chief will support employees, develop future leaders, and help prepare the department for the opportunities and transitions ahead.

Haverford's nine wards include distinct neighborhoods, schools, businesses, faith communities, and active civic organizations. Residents value HTPD and hold high expectations for safety, accessibility, and professional service. The Chief must be comfortable listening to a range of perspectives, explaining decisions clearly, and maintaining productive relationships with Township leadership and the public.

This is an opportunity to steward an accomplished department: to respect what has been built, preserve the qualities that have earned community confidence, and guide HTPD's continued growth with sound judgment, humility, and purpose.



The leadership Haverford seeks.

Haverford seeks an accomplished police executive who will lead with respect for the department's history, clarity of purpose, and a visible commitment to employees and community.

01 Organizational Stewardship

Earns trust through visible leadership, fair and consistent decisions, merit-based development, and respect for departmental history.

02 Operational And Administrative Command

Uses data to align staffing, deployment, specialty resources, overtime, and budgets while sustaining training, accreditation, policy, and regional readiness.

03 People And Succession

Builds strong hiring, onboarding, retention, and leadership-development systems that prepare the department for turnover and preserve institutional knowledge.

04 Community And Governance Partnership

Maintains credibility across nine wards and broad perspectives, communicates with empathy and authority, and works constructively with the Manager and Board.

05 Strategic Judgment And Continuous Improvement

Diagnoses before acting, distinguishes what should change from what already works, and advances modernization at a deliberate, clearly communicated pace.

Qualifications and expectations.

Minimum requirements establish eligibility. Preferred qualifications describe the depth of preparation Haverford will value most strongly.

01 Minimum Qualifications

- Bachelor's degree from an accredited institution.
- At least 15 years of progressively responsible full-time law enforcement experience.
- At least 7 years in a supervisory rank of sergeant or above.
- Current or previous command-level position involving department-wide administrative and operational responsibility.

02 Preferred Qualifications

- Master's degree.
- At least 10 years in supervisory or command assignments.
- FBI National Academy, Northwestern SPSC, Southern Police Institute, or a comparable executive program.
- Command experience in a comparable full-service municipal agency with demonstrated command responsibility for personnel, budgets, labor relations, policy, discipline, strategic planning, accreditation, and community engagement.

Terms of appointment.

The terms below explain how the Chief is compensated and appointed, the presence the role requires, and the conditions that must be satisfied.

01 Compensation

- Salary range: \$190,000–\$205,000.
- Final salary will be based on qualifications and experience.

02 Availability and Presence

- Frequent evening meetings and public events are part of the role.
- The Chief must live within a reasonable response distance of Haverford Township.

03 Appointment and Reporting

- Reports to the Township Manager.
- Appointed by the Manager, subject to approval by a majority of the nine-member Board of Commissioners.

04 Conditions of Appointment

- Successful completion of a comprehensive background investigation.
 - Successful medical examination, psychological evaluation, and drug screening.
 - Current Pennsylvania Act 120 certification, or eligibility to obtain certification within 60 days of appointment.
-

Apply to lead Haverford.

Applications open September 14, 2026. Candidates should email a current résumé and cover letter describing their interest in Haverford and the executive leadership and command experience they would bring to the role to **info@aspirantllc.com**, using the subject line "Haverford Township Chief of Police."

Questions about the position or the search process may be directed confidentially to Kelley Warner of Aspirant Consulting Group at **kwarner@aspirantllc.com**. All inquiries and applications will be treated as confidential, and a candidate's current employer will not be contacted without consent.

Haverford Township is an equal opportunity employer.