

Chief of Police

West Conshohocken

A defining leadership opportunity for a department entering its next generation.

AN INVITATION TO CANDIDATES

From Borough Leadership

To the law enforcement executive considering this appointment:

West Conshohocken is a borough of roughly fifteen hundred residents on the west bank of the Schuylkill River, and for one hundred and fifty years its size has been the source of its character rather than a limit on it. The people who serve this community are known here personally. That is true of our council members, our Borough staff, our fire company, and, perhaps most of all, our police officers.

The appointment of a Chief of Police is the most consequential personnel decision this Borough makes. The chief we appoint will lead a department that our residents trust and that our stakeholders, in the discovery work supporting this search, described in terms any executive would want to inherit: professional, well trained, and connected to the community it serves. The chief will also lead a young roster through a generational transition, with veteran leadership retiring and a new cohort of officers looking for someone to develop them.

OUR COMMITMENT

"We are searching for someone to protect what has been built here and to develop the officers who will carry it forward, and we intend to give that person the standing, the working relationship with Borough leadership, and the community support that the assignment deserves."

If that is the kind of chapter you are looking for in your career, we invite you to read this prospectus closely and to contact our search consultant in confidence.

Respectfully,

Danelle Fournier, Mayor
Stephen Blumenthal, Council President
Doug Borgerson, Borough Manager

Borough of West Conshohocken



Why This Appointment Matters Now

The story of this department is one of proud continuity. It is an energetic, well-trained agency with deep ties to the community it serves. Recent investments in technology have modernized operations, while disciplined and fiscally responsible management remains a point of pride. The department is entering an important period of transition, with motivated officers who will benefit from clear direction, consistent support, and a strong commitment to leadership development.

This moment is especially significant because the department is preparing for a natural generational transition. With the anticipated retirement of the chief and several veteran officers, a talented group of newer officers is ready to take the next step. They are at a stage in their careers where mentorship, thoughtful supervision, and meaningful opportunities for advancement will have a lasting impact. One of the next chief's most important and rewarding responsibilities will be developing, training, and retaining this promising team.

Because the department is operating from a position of stability, the priority is not wholesale restructuring. It is thoughtful growth. The Borough is seeking a leader who will earn trust by working alongside a department that already functions well, strengthening its future leadership while preserving the camaraderie and professionalism that define its culture. This is a rare executive opportunity to build upon a strong foundation rather than rebuild from the ground up.

The work ahead is both meaningful and achievable. The next chief will guide a generational transition, strengthen a small and focused command structure, and maintain the sound fiscal practices that support the municipality's long-term success. Above all, the Borough is seeking a visible and approachable leader who values personal relationships and wants to become an active part of the community. The Borough is ready to welcome its next chief and provide the support necessary for that leader to succeed.

THE COMMUNITY

A Place Where the Chief Is Known

A Close-Knit Community

West Conshohocken is a small borough with a strong identity. Approximately 1,500 residents live within less than one square mile, on hillside streets rising from the Schuylkill River. During the workday, the population more than doubles as employees, visitors, and traffic move through the Borough's commercial district and one of the region's busiest highway interchanges. The next chief must understand both sides of the community: the close-knit residential borough and the active business center that brings a much larger daytime population.

The Borough retains the character of a place where people know one another. It has deep working-class and multigenerational roots, alongside a growing population of professionals and newer residents drawn to its location, accessibility, and sense of community. Residents take pride in West Conshohocken's independence and often describe the Borough as an underdog among its larger and wealthier neighbors. That pride shapes how people view their local institutions and the individuals entrusted to lead them.

This is not a community where the chief can remain distant or anonymous. Residents expect to know their chief and to see that person involved in the life of the Borough. They want a leader who attends community events, builds relationships with families and businesses, works closely with the fire company and Borough officials, and is personally present when something significant occurs. In a community of this size, accessibility is not a program or public relations strategy. It is how trust is built.

The chief's decisions, demeanor, and relationships will be visible. Council members are neighbors. Borough employees know the residents they serve. Officers are recognized on the street and often know residents by name. The next chief will be expected to embrace that closeness, not manage around it.

The Opportunity

"For the right leader, this is an opportunity to become more than the executive of a police department. It is an opportunity to become the community's chief: a familiar, trusted, and steady presence who understands its history, respects its people, and is invested in its future."

The Executive Mandate

Protect What Works. Prepare the Department for What Comes Next.

The next chief will inherit a trusted department with positive morale, capable personnel, and a strong relationship with the community. The assignment is not to impose unnecessary change. It is to preserve those strengths while preparing the organization for a generational transition.

1. Lead and Develop the Department

Earn the confidence of personnel through visibility, consistency, and sound judgment. Mentor the department's younger officers, strengthen supervisory capacity, and create meaningful opportunities for professional growth.

2. Preserve Trust and Organizational Stability

Protect the morale, camaraderie, and community relationships that define the department. Listen before acting, address problems directly, and improve the organization without disrupting the qualities that already make it successful.

3. Be the Community's Chief

Maintain a visible and approachable presence throughout the Borough. Build genuine relationships with residents, businesses, the fire company, municipal officials, and community institutions.

4. Manage with Discipline

Provide strong oversight of budgeting, scheduling, policy, personnel, and departmental resources. Continue modernization where it improves service, efficiency, or officer safety, while respecting the fiscal realities.

5. Serve as a Candid Executive Partner

Give Borough leadership clear assessments, practical recommendations, and honest counsel. Balance executive administration with operational awareness, and establish priorities that the department and community can support.

THE MEASURE OF SUCCESS

"The measure of success will be clear: a stable and trusted department, a new generation of officers prepared to lead, and a chief recognized throughout the Borough as a steady, visible, and accountable presence."

Experience, Leadership, and Professional Preparation

West Conshohocken seeks an experienced law enforcement leader with demonstrated supervisory ability, sound judgment, and the capacity to lead a small, community-centered police department.

The Borough values proven leadership and professional achievement and will consider candidates with different combinations of education, executive training, and experience.

Minimum Qualifications

Candidates must possess:

- At least ten years of progressively responsible, full-time sworn law enforcement experience.
- At least three years of meaningful police supervisory experience.
- Demonstrated responsibility for supervising, evaluating, mentoring, and correcting sworn personnel.
- Experience with community-oriented policing and public engagement.
- Experience in police administration, including responsibility for personnel, scheduling, policy, budgeting, compliance, or resource management.
- A record of ethical conduct, sound judgment, professional credibility, and effective communication.
- A valid driver's license.
- Current Pennsylvania MPOETC certification or eligibility to obtain certification through an applicable certification or waiver pathway.
- The ability to satisfy all required background, medical, psychological, and other pre-employment requirements.

Preferred Qualifications

The following qualifications will strengthen a candidate's application:

- Command-level law enforcement experience.
- Experience in a small or mid-sized municipal police department.
- A bachelor's degree from an accredited institution.
- Recognized executive law enforcement leadership training, such as the FBI National Academy, Northwestern School of Police Staff and Command, or a comparable program.
- Experience with municipal budgeting, personnel development, succession planning, emergency management, investigations, or police technology.
- Experience working directly with elected officials, municipal administrators, community organizations, and regional partners.

Equivalent combinations of education, executive training, command experience, and demonstrated professional achievement may be considered. Preferred qualifications will not operate as unstated minimum requirements.

THE POSITION

Role, Residence, and Compensation

Role

The Chief of Police serves as the department's executive leader, with primary responsibility for personnel, policy, budgeting, planning, organizational development, and coordination with Borough leadership.

Given the size and community-centered character of the department, the Chief will also be expected to remain operationally engaged, periodically work patrol, and assist with coverage when circumstances warrant. The position is not intended to function as a regularly scheduled patrol assignment or to replace appropriate line staffing.

Residence and Availability

Residency within West Conshohocken Borough is not required.

The Chief of Police must reside within a reasonable commuting distance of the Borough and maintain the availability necessary to respond reliably to significant incidents, scheduled Borough meetings, community events, and other operational needs outside normal business hours. Candidates should understand that regular evening and occasional weekend availability are inherent expectations of the position.

Compensation

The anticipated salary range is **\$145,000 to \$155,000**, commensurate with qualifications and experience, together with a competitive municipal benefits package.



Selection, and an Invitation

A Department Worth Protecting.

A Team Ready To Grow.

A Community Ready To Know Its Next Chief.

Some chief positions ask a leader to repair a struggling organization. West Conshohocken offers something different: the opportunity to inherit a respected department, preserve the trust it has earned, and prepare a promising generation of officers to lead it forward.

This appointment is for an executive who wants to know the people they serve and be known by them. It is for a leader who finds purpose in developing officers, strengthening relationships, and seeing the direct results of their decisions.

Candidates who see themselves in that responsibility are encouraged to apply.

How to Apply and Inquiries

Submit a cover letter and resume to: **info@aspirantllc.com**

Email subject: West Conshohocken Chief of Police Search

Application deadline: Friday, September 11, 2026, 11:59 p.m. ET

Confidential inquiries: Kelley Warner, Project Manager · Aspirant Consulting Group, LLC · **info@aspirantllc.com**

Applications and inquiries will be handled with professional discretion, subject to the requirements applicable to a Pennsylvania municipal appointment.

West Conshohocken Borough is an equal opportunity employer.