

**Initial Draft  
Selection Criteria  
BART Police Chief**

1. Prior experience as a Police Chief, or other senior law enforcement official in a position to exercise leadership for a significant aspect of his/her agency.
2. Demonstrated experience in bringing about change in a law enforcement setting.
3. Demonstrated experience in addressing community/customer issues and concerns in the context of policing in a large, culturally diverse urban and suburban area.
4. Experience in establishing, maintaining, and enforcing an appropriate procedural framework for a police department of size and scope comparable to BART's
5. Experience in establishing and/or working with a police citizen oversight body.
6. Budget and administrative skills, including recruitment, retention, succession planning, labor contract administration and other experiences appropriate to the issues before the BART Police Department.
7. Highly developed oral and written communication skills
8. Experience in handling high profile incidents, especially with regard to community and media interest.
9. Knowledge and experience of best practices in policing, with particular emphasis on the effective use of technology for effectiveness and efficiency.
11. Reputation for openness and accessibility to all stakeholders; for ethical conduct and transparency in decisions and actions.
12. Experience in coordinating with other law enforcement agencies on issues of joint concern.