



Hurtle, LLC

Clarity in strategy. Strength in leadership. Confidence in every career decision.

Leadership Assessment

TIER 1

Resume analysis with leadership insights

Prepared for **Test User** • June 15, 2026

OVERALL ASSESSMENT

STRONG ALIGNMENT

"Based on the materials provided, the resume demonstrates strong alignment with senior public safety leadership roles, with targeted refinement recommended in chronology clarity, measurable organizational outcomes, and executive-level scope articulation."

SELECTION ALIGNMENT GUIDE

Exceptional alignment: Highly competitive with minimal refinement needed.

Strong alignment: Competitive with targeted refinement.

Moderate alignment: Requires strategic refinement to strengthen positioning.

Limited alignment: Repositioning recommended.

EXECUTIVE SUMMARY

Demonstrates a credible senior law enforcement leadership profile with substantial command experience, deep organizational knowledge, and clear exposure to both operational and administrative executive functions. Experience reflects progression through supervisory, management, and senior command ranks, culminating in deputy chief assignments with responsibility across patrol, support services, investigations, special operations, and emergency management functions. Positioning indicates readiness to compete for high-level command opportunities because the resume communicates broad internal leadership trust, policy authority, and executive representation responsibilities.

Demonstrates particular strength in operational leadership, accreditation, policy development, training oversight, and cross-functional command presence. Experience reflects meaningful influence over large spans of control, including oversight of 200–400 personnel and responsibility for major crimes, special investigations, special operations, and community intervention functions. The combination of chief of staff experience, patrol command, training and HR oversight, and current deputy chief service is commonly viewed as valuable because it shows both field credibility and administrative command capability.

The strongest limiting factor is not lack of experience, but how the experience is presented. Clarify chronology, especially where dates overlap or where current and prior assignments create timeline questions. Strengthen positioning by adding measurable outcomes at the deputy chief and major levels, including budget authority, crime or response improvements, staffing outcomes, accreditation results, and organizational changes implemented. Hiring panels may interpret the current version as accomplished and credible, but still want sharper evidence of enterprise-level impact and clearer differentiation from other command-level applicants.

Overall competitiveness is strong for senior leadership processes, particularly in roles requiring command versatility, policy fluency, training oversight, and politically aware executive support. Experience reflects a profile that can be competitive in structured selection if the resume is refined to better quantify results, clarify scope, and align language more consistently with executive decision-making, stakeholder influence, and organizational transformation.

LEADERSHIP INDICATORS

Strategic Leadership	Strongly Demonstrated
Operational Leadership	Strongly Demonstrated
Community & Stakeholder Engagement	Moderately Demonstrated
Crisis Management & Decision-Making	Moderately Demonstrated
Workforce Leadership & Development	Strongly Demonstrated
Communication & Alignment	Strongly Demonstrated
Accountability & Standards	Strongly Demonstrated
Change Management & Effectiveness	Moderately Demonstrated

KEY STRENGTHS

Strategic Leadership

Demonstrates strategic leadership through senior command assignments that combine operational authority, policy influence, and executive representation.

"Serves as Deputy Chief of Support Services, represents the Chief of Police in high-level city and state meetings, and previously served as Police Major/Chief of Staff managing executive correspondence, strategic initiatives, and inter-agency agreements."

PANEL RELEVANCE

Hiring panels may interpret this as evidence of trusted executive-level judgment and readiness to operate in high-visibility environments where command decisions must align with organizational priorities, political context, and external stakeholder expectations.

Operational Leadership

Experience reflects broad operational oversight across multiple complex law enforcement functions with significant span of control.

"Current assignment directs 200–400 personnel across major crimes, special investigations, special operations, and community intervention services; prior deputy chief role directed citywide patrol operations."

PANEL RELEVANCE

This type of experience is commonly viewed as highly relevant for senior command selection because it demonstrates responsibility beyond a single unit and indicates the ability to manage diverse functions, competing priorities, and large-scale deployment decisions.

Accountability and Professional Standards

Demonstrates strong command of accreditation, policy compliance, and professional standards oversight.

"Directed accreditation activities tied to 190+ standards, authored major operational policies aligned with VLEPSC and CALEA expectations, and managed training and HR functions tied to certification and compliance."

PANEL RELEVANCE

Hiring panels may interpret this as a strong indicator of risk awareness, policy discipline, and organizational accountability, all of which carry significant weight in public safety leadership processes.

Workforce Leadership and Development

Experience reflects sustained leadership in training, personnel development, and organizational capability building.

"Managed the Training Academy and Human Resources divisions, authored statewide testing content adopted by the Commonwealth, and developed a leadership course delivered to 600 personnel with no added budget impact."

PANEL RELEVANCE

This type of experience is commonly viewed as valuable because it demonstrates investment in workforce readiness, succession development, and institutional improvement rather than only incident-based command experience.

AREAS FOR IMPROVEMENT

Chronology and Role Progression Clarity

The resume does not clearly indicate the full career timeline, and several assignments create questions about overlap, sequencing, and progression. The current deputy chief start date also creates avoidable confusion.

WHY THIS MATTERS IN SELECTION

Hiring panels may interpret unclear chronology as a documentation issue that makes it harder to assess advancement pace, tenure in role, and depth of experience at each command level. In competitive processes, ambiguity can weaken otherwise strong positioning.

RECOMMENDATION

Clarify the sequence of assignments with consistent month/year formatting, explain concurrent roles in a cleaner structure, and ensure current dates are accurate and easy to follow. Strengthen progression by grouping command assignments in a way that shows increasing scope and authority over time.

HOW TO FIX IT — EXAMPLES

EXAMPLE 1

Directed citywide patrol operations across multiple precincts, overseeing 230 sworn and civilian personnel, managing shift commanders, and aligning deployment strategies with violent crime trends from 2023 to 2025.

EXAMPLE 2

Served concurrently as Chief of Staff and Area Command Major, managing executive policy coordination for the Office of the Chief while maintaining operational command responsibility for 3 patrol sectors and associated administrative functions.

EXAMPLE 3

Promoted through Sergeant, Lieutenant, Captain, Major, and Deputy Chief assignments over a 28-year career, with each advancement expanding responsibility in training, personnel systems, field operations, investigations, and executive command.

ADAPT THIS: These examples are starting points. Adjust the specifics to reflect your actual experience, numbers, titles, and scope before adding to your resume.

Measurable Executive Impact

The deputy chief and major-level sections rely heavily on responsibility statements and do not consistently quantify outcomes, organizational improvements, or command results.

WHY THIS MATTERS IN SELECTION

Hiring panels may interpret strong responsibility language without outcome data as credible but incomplete. At the senior leadership level, panels commonly look for evidence of what changed under the leader's direction, not only what functions were overseen.

RECOMMENDATION

Strengthen positioning by adding metrics tied to crime reduction, staffing stabilization, training completion, accreditation success, response improvements, budget management, grant impact, or operational efficiencies. Align each senior role with 2-3 measurable results.

HOW TO FIX IT — EXAMPLES

EXAMPLE 1

Directed patrol operations for a citywide command of 240 sworn and civilian personnel, using CompStat-driven deployment strategies that reduced priority call backlog by 18% and improved average response time in high-demand sectors over a 12-month period.

EXAMPLE 2

Led support services command overseeing investigations, special operations, and intervention units totaling more than 300 personnel, improving case coordination across violent crime and specialty units while maintaining full readiness for major events and critical incidents.

EXAMPLE 3

Managed Training Academy and Human Resources functions during a period of organizational transition, streamlining onboarding and mandatory training compliance to achieve 100% completion of required DCJS standards within established reporting cycles.

ADAPT THIS: These examples are starting points. Adjust the specifics to reflect your actual experience, numbers, titles, and scope before adding to your resume.

Executive Positioning and Scope Specificity

The resume references budgetary control, legislative coordination, emergency management oversight, and executive representation, but does not clearly define the level of authority, fiscal scope, or stakeholder environment attached to those responsibilities.

WHY THIS MATTERS IN SELECTION

Hiring panels may interpret this as strong experience that is under-explained. For senior leadership selection, scope details help distinguish whether responsibilities were advisory, shared, or final-authority in nature.

RECOMMENDATION

Clarify budget size, number of direct reports, number of subordinate commanders, committee or governing body exposure, emergency management role, and the nature of legislative or policy influence. Strengthen executive presence by using language that shows decision-making authority and enterprise impact.

HOW TO FIX IT — EXAMPLES

EXAMPLE 1

Represented the Chief of Police in executive meetings with municipal leadership, legal counsel, and regional public safety partners, translating operational priorities into policy recommendations affecting patrol, investigations, and special operations.

EXAMPLE 2

Oversaw division fiscal and administrative operations supporting more than 300 personnel, including staffing allocations, equipment prioritization, and resource planning for specialty teams, major events, and investigative functions.

EXAMPLE 3

Managed agency accreditation strategy and policy review across 190-plus professional standards, coordinating command staff, training personnel, and unit leaders to sustain compliance and strengthen organizational accountability systems.

ADAPT THIS: These examples are starting points. Adjust the specifics to reflect your actual experience, numbers, titles, and scope before adding to your resume.

PRIORITIZED RECOMMENDATIONS

PRIORITY 1**Clarify the career timeline and current assignment dates.****WHY THIS MATTERS**

This matters because senior panels expect immediate clarity on progression, tenure, and command development. Clean chronology strengthens credibility before the first interview question is asked.

HOW TO IMPLEMENT

Standardize all dates, correct any future or inconsistent start dates, separate concurrent assignments with a brief explanatory line, and consider adding a short 'Career Progression' note to show advancement through rank.

IMMEDIATE**PRIORITY 2****Add measurable outcomes to every senior command assignment.****WHY THIS MATTERS**

Quantified impact is one of the strongest differentiators among command-level applicants with similar titles and years of service.

HOW TO IMPLEMENT

For each deputy chief and major role, add 2-3 bullets with metrics tied to staffing, crime trends, response performance, accreditation, training compliance, budget stewardship, grant administration, or operational efficiencies.

IMMEDIATE**PRIORITY 3****Strengthen executive-level scope language around authority and influence.****WHY THIS MATTERS**

Panels need to understand whether responsibilities involved final decision-making, advisory support, or shared command authority.

HOW TO IMPLEMENT

Specify direct reports, subordinate commanders, budget size, committee participation, emergency management role, and the level of engagement with senior government leadership and external partners.

SHORT-TERM**PRIORITY 4****Align the executive summary and role descriptions to emphasize enterprise leadership and organizational change.****WHY THIS MATTERS**

Strategic language helps position experience for chief-level and other senior external processes where executive presence is evaluated from the resume alone.

HOW TO IMPLEMENT

Revise summary language to emphasize organizational transformation, public accountability, policy leadership, workforce development, and cross-system coordination; remove duplicative phrasing and tighten technical references so they support rather than dominate the narrative.

STRATEGIC**POSITIONING SUMMARY****PANEL PERCEPTION**

Hiring panels may view this resume as a strong senior command profile with real breadth, internal credibility, and meaningful exposure to both operational and administrative leadership. They are likely to respond well to the progression through rank, the deputy chief assignments, the chief of staff experience, and the combination of patrol, investigations, training, HR, policy, and accreditation oversight. They are also likely to note that the resume communicates trust from top leadership, especially where executive representation and sensitive inter-agency coordination are concerned. The main questions will center on chronology, the exact scale of fiscal and decision-making authority, and what measurable organizational results were achieved at the highest levels of command.

YOUR STORY TO TELL

Your story to tell is... you bring rare command breadth across patrol, investigations, special operations, training, personnel systems, accreditation, and executive staff leadership, and that combination demonstrates more than longevity—it demonstrates institutional command fluency. Your experience reflects a leadership value many competitors cannot replicate: the ability to move from street-level operational realities to policy, compliance, workforce development, and executive decision support without losing credibility in either space. That positions you to step into broader enterprise leadership where operational command, organizational discipline, and strategic alignment all matter at once.



CONFIDENTIAL — Prepared exclusively for Test User

This assessment reflects how hiring panels may interpret the submitted materials and is intended as advisory guidance.

© 2026 Hurtle LLC | hurtlellc.com

This analysis is based solely on the information provided and reflects a structured comparison between the submitted resume and the referenced job description. It does not constitute a comprehensive evaluation of qualifications or guarantee employment outcomes. Actual hiring decisions may vary based on factors not reflected in written materials.

This report and its underlying methodology are proprietary to Hurtle, LLC and may not be reproduced or distributed without permission.