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Resume + Job Match Analysis

TIER 2

Resume analysis + job description matching

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OVERALL ASSESSMENT

STRONG ALIGNMENT

"Based on the materials provided, the resume demonstrates strong alignment with the Chief of Police role, with targeted refinement recommended in budget authority, public-facing community leadership, and clearer evidence of organization-wide outcomes at the executive level."

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 command-level law enforcement profile with more than 28 years of progressive experience and current service at the deputy chief level. Experience reflects direct oversight of major operational functions that closely align with a full-service municipal Chief of Police role, including patrol, investigations, special operations, support services, training, accreditation, and critical incident preparedness. Positioning indicates strong competitiveness for a chief-level process because the resume shows both operational command and administrative governance exposure across multiple divisions.

Experience reflects several differentiators that structured panels commonly value for a police chief search: broad divisional command, policy authorship, accreditation leadership, inter-agency coordination, and representation of the chief in high-level government settings. The resume also demonstrates familiarity with data-driven policing, community-oriented policing, procedural justice, youth intervention, and complex investigative oversight. These elements align well with a role of this scope, particularly one requiring visible leadership in a high-demand municipal environment.

The primary positioning gaps are not a lack of senior experience, but a lack of specificity in how that experience is communicated for an external chief recruitment. Clarify direct budget authority, citywide staffing influence, media and governing-body engagement, large-event command, morale and retention outcomes, and measurable organizational improvements. Hiring panels may interpret the current resume as strong operationally, but less fully developed in the public-facing executive dimensions expected of a sitting or incoming chief.

Overall competitiveness is strong, especially for a department seeking an experienced operational executive who can lead a full-service agency. Strengthen the resume by aligning language more directly to chief-level expectations: citywide leadership, executive communication, workforce culture, tourism or event-driven policing, budget stewardship, and visible stakeholder engagement. With those refinements, positioning would likely become more compelling in a national search context.

LEADERSHIP INDICATORS

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

KEY STRENGTHS

Breadth of Executive Operational Leadership

Demonstrates executive-level oversight across core policing functions that mirror the structure of the target Chief of Police role.

"Current deputy chief experience includes direction of 200–400 personnel across major crimes, special investigations, special operations, and community intervention functions. Prior deputy chief experience includes command of citywide patrol operations, and earlier major-level assignments include operations oversight and fiscal administration."

JOB ALIGNMENT

Directly aligns with the position described, which requires oversight of patrol, investigations, specialized units, and administrative functions within a full-service department.

PANEL RELEVANCE

Hiring panels may view this breadth as a strong indicator of readiness to lead an entire department because experience reflects command familiarity across the same operational pillars the target role must integrate.

Strategic Policy, Accreditation, and Administrative Governance

Demonstrates strong command of policy development, professional standards, and executive administrative coordination.

"Experience includes authorship and implementation of major operational policies, leadership of accreditation efforts tied to state and national standards, and service as Chief of Staff managing executive correspondence, agency workflows, and inter-agency MOUs."

JOB ALIGNMENT

Aligns well with the target role's responsibility for departmental integrity, policy alignment, accountability, and organizational effectiveness.

PANEL RELEVANCE

This type of experience is commonly viewed as valuable in chief-level processes because it reflects more than field command; it shows the ability to shape systems, standards, and executive decision support.

Critical Incident and High-Risk Operational Readiness

Demonstrates command exposure to critical incident preparedness, specialized operations, and high-stakes decision-making.

"Current role includes emergency management oversight and responsibility for critical incident preparedness and response. Scope also includes SWAT, crowd management teams, K-9, traffic, homeland security, task force officers, and major crimes functions."

JOB ALIGNMENT

Strongly aligns with the position described, which requires leadership during critical incidents, major events, and periods of elevated service demand.

PANEL RELEVANCE

Hiring panels may interpret this as a meaningful strength for a visible chief role because experience reflects composure and command credibility in complex operational environments.

Training, Workforce Development, and Organizational Standards

Demonstrates sustained leadership in training, personnel systems, and workforce development across multiple career stages.

"Managed training academy and human resources functions, oversaw recruitment and onboarding, authored statewide testing standards, designed in-service curriculum, and created a leadership course delivered to 600 personnel with no added budget impact."

JOB ALIGNMENT

Aligns with the target role's need to oversee recruitment, hiring, training, performance management, and organizational cohesion.

PANEL RELEVANCE

This type of experience is commonly viewed as a strong foundation for chief-level leadership because it reflects investment in culture, standards, and long-term workforce capability rather than only incident-driven command.

AREAS FOR IMPROVEMENT

Budget Authority and Resource Stewardship Positioning

The resume references budgetary control, fiscal operations, and cost savings, but does not clearly indicate the size of budgets managed, approval authority, capital planning involvement, or resource allocation decisions at the executive level.

WHY THIS MATTERS IN SELECTION

Hiring panels may interpret this as a positioning weakness in an external chief search because budget stewardship is a core executive screening factor and often separates strong deputy chiefs from finalists for department-head roles.

RECOMMENDATION

Strengthen budget language by specifying operating budget responsibility, capital or technology planning input, staffing allocation authority, overtime management, grant administration, and measurable fiscal outcomes tied to service delivery or organizational priorities.

HOW TO FIX IT — EXAMPLES

EXAMPLE 1

Directed division-level operating and personnel resources supporting more than 300 sworn and civilian personnel, aligning staffing, overtime controls, fleet usage, and specialized unit deployment with citywide crime reduction and service-demand priorities.

EXAMPLE 2

Partnered with executive city leadership on budget development and resource planning for patrol, investigations, and special operations functions, advancing technology, training, and staffing recommendations tied to operational risk and seasonal demand.

EXAMPLE 3

Managed grant-funded and departmental resources to expand youth intervention and community response initiatives, improving service capacity while maintaining fiscal discipline and identifying measurable cost efficiencies across assigned functions.

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

Public-Facing Executive Communication and Community Leadership

The resume shows executive representation and community-oriented experience, but it does not clearly indicate media briefings, public presentations, council-facing communication, neighborhood engagement, or sustained visibility as a department spokesperson.

WHY THIS MATTERS IN SELECTION

Hiring panels may interpret limited public-facing detail as a risk in a high-visibility chief search, particularly where transparency, trust-building, and communication during high-profile incidents are central expectations.

RECOMMENDATION

Clarify executive communication responsibilities by adding examples of briefings to governing bodies, public messaging during critical incidents, community meetings, stakeholder partnerships, and communication strategies tied to trust, transparency, or quality-of-life concerns.

HOW TO FIX IT — EXAMPLES

EXAMPLE 1

Served as executive representative in city leadership, community, and inter-agency forums, translating operational priorities into clear public safety strategies and strengthening alignment on crime, quality-of-life, and neighborhood concerns.

EXAMPLE 2

Led executive briefings during critical incidents and major public safety events, ensuring timely communication with municipal leadership, partner agencies, and community stakeholders while maintaining operational clarity and public confidence.

EXAMPLE 3

Built collaborative relationships with neighborhood groups, youth-serving partners, and regional stakeholders to support community-based problem solving, violence prevention, and coordinated responses to homelessness and other recurring service challenges.

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

Chief-Level Outcomes, Culture, and Organizational Improvement Metrics

The resume includes strong responsibilities and several accomplishments, but many executive bullets focus on duties rather than measurable organizational outcomes. The resume does not clearly indicate retention improvements, morale initiatives, deployment efficiencies, culture change, or department-wide performance results under senior leadership.

WHY THIS MATTERS IN SELECTION

Hiring panels may interpret this as limiting differentiation against other chief candidates who present clearer evidence of enterprise-level impact, especially in culture, alignment, and organizational effectiveness.

RECOMMENDATION

Strengthen executive bullets with measurable outcomes tied to workforce stability, policy implementation, deployment improvements, accreditation success, investigative performance, training completion, or cross-divisional alignment. Align language to transformation, not only oversight.

HOW TO FIX IT — EXAMPLES

EXAMPLE 1

Led cross-divisional operational alignment efforts across patrol, investigations, and special operations, improving executive coordination, clarifying command expectations, and strengthening consistency in policy implementation during a period of organizational transition.

EXAMPLE 2

Directed department-wide training, personnel, and accreditation functions that sustained compliance with more than 190 professional standards while improving onboarding, mandatory training completion, and organizational readiness across sworn and civilian staff.

EXAMPLE 3

Implemented data-informed deployment and command strategies that reduced major crime by 16 percent over a three-year period, maintained service delivery without overtime growth, and demonstrated disciplined operational management at scale.

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

KEYWORD ANALYSIS

[+] MATCHED KEYWORDS

Chief of Police, full-service law enforcement agency, patrol operations, criminal investigations, special operations, support services, critical incidents, major events, community engagement, data-driven policing, training, recruitment, hiring, performance management, professional standards, accountability, organizational alignment, regional partners, quality-of-life issues, technology

[-] MISSING KEYWORDS

budget management, media relations, City Council, City Manager, tourism-driven environment, visitor population, retention, morale, public face of the department, transparency, body-worn cameras, real-time crime, 911/telecommunications oversight, detention operations, political awareness

How to incorporate: Align the resume more directly to the target role by naturally incorporating missing terms where supported by actual experience. Clarify budget management and resource allocation in deputy chief and major assignments. Strengthen public-facing language by referencing executive briefings, media communication, governing-body interaction, and transparency. If accurate, add technology oversight terms such as body-worn cameras, real-time crime support, analytics, or emergency communications coordination. Connect patrol and special operations experience to high-demand environments, seasonal surges, large events, and visitor-focused policing.

REWRITTEN RESUME BULLETS

ORIGINAL

Command & Control: Directed daily patrol operations across the city, integrating data-driven policing to optimize resource deployment and public safety outcomes.

IMPROVED

Directed citywide patrol operations for a high-demand urban environment, using data-informed deployment strategies to align staffing, enforcement, and response resources with crime trends, service demand, and community safety priorities.

Strengthens executive positioning by clarifying citywide scope, operational decision-making, and alignment with modern deployment expectations relevant to a chief role.

ORIGINAL

Executive Representation: Serve as the primary representative for the Chief of Police in high-level city and state government meetings, translating operational needs into strategic policy.

IMPROVED

Served as the Chief's executive representative in high-level municipal and state meetings, advancing operational priorities, policy recommendations, and intergovernmental coordination on public safety, compliance, and organizational needs.

Improves executive presence and better aligns with chief-level expectations for political awareness, policy communication, and cross-government leadership.

ORIGINAL

Emergency Management Oversight: Manage the agency's critical incident preparedness and response framework to ensure compliance with state and federal emergency management standards.

IMPROVED

Oversaw agency critical incident preparedness and emergency response planning, coordinating operational readiness, command protocols, and compliance with state and federal standards for high-risk events and complex incidents.

Adds stronger command language and aligns more directly with the target role's emphasis on crisis leadership and major-event readiness.

ORIGINAL

Personnel Development: Managed the Training Academy and Human Resources divisions, overseeing recruitment, onboarding, and compulsory minimum training of all law enforcement personnel.

IMPROVED

Led Training Academy and Human Resources functions, overseeing recruitment, onboarding, certification compliance, and mandatory training systems that supported workforce readiness, professional standards, and organizational continuity across the department.

Elevates the bullet from administrative duty to organizational leadership, which is more competitive for a chief-level process.

ORIGINAL

Strategic Reorganization: Executed a comprehensive audit and restructuring of the division, achieving full operational efficiency within six months.

IMPROVED

Led a division-wide operational audit and restructuring initiative that restored functional alignment, improved deployment efficiency, and achieved full operational stabilization within six months.

Clarifies change-management impact and uses language that better reflects organizational effectiveness and executive problem-solving.

PRIORITIZED RECOMMENDATIONS

PRIORITY 1

Add explicit budget and resource authority to senior leadership roles.

WHY THIS MATTERS

Budget stewardship is a core screening factor for a Chief of Police search and is currently under-communicated relative to the strength of the operational background.

HOW TO IMPLEMENT

Revise deputy chief and major bullets to include operating budget influence, staffing allocation authority, overtime management, grant oversight, capital planning, and technology investment participation.

IMMEDIATE

PRIORITY 2

Strengthen public-facing executive communication examples.

WHY THIS MATTERS

The target role requires a visible, credible public leader. Stronger communication positioning will improve competitiveness in both paper screening and panel interviews.

HOW TO IMPLEMENT

Add bullets reflecting briefings to city leadership, public presentations, media interaction, community meetings, and communication during critical incidents if those responsibilities were part of the role.

IMMEDIATE

PRIORITY 3

Reframe senior roles around measurable organizational outcomes, not only responsibilities.

WHY THIS MATTERS

Chief-level candidates are often differentiated by enterprise impact, culture improvement, and sustained results rather than scope alone.

HOW TO IMPLEMENT

Add metrics tied to crime reduction, training completion, accreditation success, staffing outcomes, deployment efficiencies, grant performance, or policy implementation results.

IMMEDIATE

PRIORITY 4

Align the resume more directly to a tourism-driven, event-intensive policing environment.

WHY THIS MATTERS

The target role places heavy emphasis on visitor volume, seasonal surges, and large-scale event readiness. Stronger alignment here will sharpen fit.

HOW TO IMPLEMENT

Highlight crowd management, special operations, traffic, homeland security, and any event-planning or surge-deployment experience using language tied to high-visibility public environments.

SHORT-TERM

PRIORITY 5

Address advanced executive development and chief-readiness branding.

WHY THIS MATTERS

National chief searches often compare executive development credentials closely. The current profile is strong, but additional branding can strengthen external market competitiveness.

HOW TO IMPLEMENT

If completed, add advanced leadership programs prominently. If not completed, emphasize equivalent executive preparation through chief-of-staff service, policy leadership, accreditation command, and cross-government representation.

STRATEGIC

NEXT STEPS CHECKLIST



HIGH

Revise executive summary to target the Chief of Police role directly.

Lead with deputy chief scope, full-service command breadth, public-sector executive leadership, and readiness to lead a high-visibility municipal department.



HIGH

Add 3-5 bullets showing budget, public communication, and organizational outcomes.

These are the most important missing dimensions for chief-level competitiveness in this process.



HIGH

Tailor language to event-driven and visitor-intensive policing.

Connect special operations, crowd management, patrol deployment, and critical incident readiness to high-demand service environments.



MEDIUM

Prepare interview examples on morale, retention, trust-building, and transparency.

The resume only partially reflects these themes, but the interview process will likely test them heavily.



LOW

Refine adjunct teaching section for executive relevance.

Position academic work as evidence of communication strength, leadership development, and credibility on organizational culture or professional education.

POSITIONING SUMMARY

YOUR STORY TO TELL

Your story to tell is that you have already led the core functions that make a full-service police department work: patrol, investigations, special operations, training, policy, and executive coordination. Your leadership value is the rare combination of operational command credibility and systems-level governance experience, which gives you the ability to stabilize culture, align strategy, and lead visibly in complex environments. You are positioned to step into a Chief of Police role and lead with both command presence and organizational discipline.



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

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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.

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