



EXECUTIVE SEARCH

Applicant for Superintendent

DeShawn T. Beaufort

SUMMARY

Years of Supervisory-Level Experience

Twenty-two years of supervisory-level experience.

Education

Holy Family University, Master of Business Administration

Skills

- Recognized as a leader in applying pillars of 21st Century policing in the real world.
- Building the trust in police and increasing police legitimacy are core beliefs in modern policing.
- Has ability to establish positive working relationships with all people.
- Personal leadership philosophy based on passion to serve people and improve their quality of life.
- Practices tenets of Emotional Intelligence to communicate with employees and community.
- Experience interacting and collaborating with other law enforcement agencies and mutual aid groups.
- Recognizes how Implicit Bias negatively impacts police and minority communities. Transparency and accountability are paramount.
- Knowledge of current best practices and policies in policing.

Values Offered

- Ethical Leadership
- Innovator
- Solution Oriented
- Transparent Policing
- Data-Driven
- Community Policing Mentor
- Urban Policing
- Customer Service Mindset
- Diverse Community
- Policy Development
- 21st Century Policing Practices.

PROFESSIONAL EXPERIENCE

PHILADELPHIA POLICE DEPARTMENT

1996 – PRESENT

Inspector – Detective Headquarters

January 2023 – Present

The Commanding Officer of the Detective Headquarters Division is responsible for exhibiting leadership and ensuring accountability for all personnel under their command. The commanding officer provides guidance and direction to personnel by ensuring that the Detective Division mission is fully carried out. The mission of the Detective Bureau is to ensure that preliminary and follow-up investigations are conducted in a thorough and complete unbiased manner.

- Manage & facilitate the review of all the following types of crimes occurring within the City of Philadelphia.
Felony crimes (Robbery, Aggravated Assault, Burglary, Thefts and Arson)
Misdemeanor crimes (Simple Assault, VUFA, Narcotics and Frauds)
- Charged with setting the vision, deployment strategies for the Detective Division of the Philadelphia Police Department

Management Oversight

Personnel:

- 7 Captains,
- 25 Lieutenants,
- 32 Sergeants, 3 Corporals
- 246 Detectives and 58 Officers,

Jurisdiction: Entire City

Inspector

December 2021—January 2023

Intelligence Bureau & Director of Delaware Valley Intelligence Center

The DVIC provides national connectivity and information exchange through the National Fusion Center Association utilizing the Homeland Security Information Network. The DVIC serves as the central repository and intermediary for regional information exchange for the Philadelphia Police Department. It is the point of contact for the department and its regional partners including but not limited to other fusion centers such as the New Jersey Regional Operations Intelligence Center (ROIC), Pennsylvania Criminal Intelligence Center (PCIC), Delaware information and Analysis Center (DIAC) and the Maryland Coordination and Analysis Center (MCAC).

- Manage & facilitate the review of all threats or hazards manmade or natural while enhancing public safety across a twelve county four state Delaware Valley Metropolitan Statistical area including Southeastern PA, Southern NJ, Northern DE, And Northeastern MD.
- Charged with setting the vision, deployment strategies for the Intelligence Bureau of the Philadelphia Police Department

CANDIDATE: DeShawn T. Beaufort

Management Oversight

Personnel:

- 2 Captains,
- 1 Director, 8 Lieutenants,
- 8 Sergeants, 6 Corporals
- 61 Officers and 28 Civilians,
- 5 Detectives ▪ 4 Universities in Division

Jurisdiction: Entire City

Inspector – Southwest Division

April 2021—December 2021

Manage and lead the largest patrol division in the Philadelphia Police Department.

Charged with setting the vision, deployment strategies and building relationships with community members and business leaders in Northwest Division.

Coordinate with the Intelligence and Investigative Bureaus to identify chronic offenders and use the appropriate tactics to make apprehensions. Weekly Comp-stat briefings held to review crime and status of investigations.

Astutely manage personnel to eliminate unnecessary overtime accrual by auditing arrest reports, assignments, and deployment.

Command the daily operation of a patrol division (four patrol districts managed by police captains) staffed with 760 police officers and supervisors, and 184 civilians serving 317,000 citizens residing in a 22 square mile area.

- Analyze crime patterns using Computer Statistics (Comp Stat) processes, conduct regular meetings with commanders to analyze crime patterns and trends, and deploy resource to address identified issues.
- Manage and lead the second largest patrol division in the Philadelphia Police Department.
- Charged with setting the vision, deployment strategies and building relationships with community members and business leaders in Northwest Division.

Management Oversight

- 1 Division with 4 Patrol Districts

Personnel:

- 4 Captains,
- 18 Lieutenants, 58 Sergeants, 12 Corporals 668 Officers and 184 Civilians
- 4 Universities in Division

Jurisdiction: 22.2 sq. miles, 317,674 population

CANDIDATE: DeShawn T. Beaufort

(Temporary) Chief Inspector

November 2020—April 2021

Office of Professional Responsibility (Internal Affairs Bureau)

Manage and lead the Philadelphia Police Departments Office of Professional Responsibility (IAB) by ensuring we are in tune with the departments core values of Honor, Integrity & Service. OPR's mission is to provide an effective Personnel Early Warning System by analyzing allegations and conducting comprehensive investigations designed to ensure the highest standards of integrity within the agency.

Charged with setting the vision of Integrity, the Office of Professional Responsibility consists of the following units/sub-division:

- Internal Affairs / Investigative Support Services Unit / Recruitment & Background Investigations
- Drug Screening / Integrity Control Office / Equal Employment Opportunity Unit (EEO) / Court Liaison Unit
- Use of Force Investigations / Shooting Team / Officer Involved Shooting Investigations
- Standards & Accountability / Audits & Inspection /Overtime Management / Quality Assurance Unit

Management Oversight

1 Bureau (6 Divisions)

Personnel:

- 12 Inspectors,12 Captains,
- 41 Lieutenants, 45 Sergeants, 22 Detectives 99 Officers and 14 Corporals 13 Civilians
- Total Assigned – 258

Inspector – Northwest Division

November 2018—November 2020

Manage and lead the 2nd largest patrol division in the Philadelphia Police Department.

Charged with setting the vision, deployment strategies and building relationships with community members and business leaders in Northwest Division.

Coordinate with the Intelligence and Investigative Bureaus to identify chronic offenders and use the appropriate tactics to make apprehensions. Weekly Comp-stat briefings held to review crime and status of investigations.

Astutely manage personnel to eliminate unnecessary overtime accrual by auditing arrest reports, assignments, and deployment.

Command the daily operation of a patrol division (four patrol districts managed by police captains) staffed with 753 police officers and supervisors, and 200 civilians serving 330,000 citizens residing in a 28 square mile area.

- Analyze crime patterns using Computer Statistics (Comp Stat) processes, conduct regular meetings with commanders to analyze crime patterns and trends, and deploy resource to address identified issues.
- Manage and lead the second largest patrol division in the Philadelphia Police Department.
- Charged with setting the vision, deployment strategies and building relationships with community members and business leaders in Northwest Division.

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- Coordinate with the Intelligence and Investigative Bureaus to identify chronic offenders and use the appropriate tactics to make apprehensions. Weekly Comp-stat briefings held to review crime and status of investigations.
- Astutely manage personnel to eliminate unnecessary overtime accrual by auditing arrest reports, assignments, and deployment.

Management Oversight

1 Division with 4 Patrol Districts

Personnel:

- 4 Captains,
- 24 Lieutenants, 54 Sergeants, 753 Officers and 184 Civilians
- 4 Universities in Division

Jurisdiction: 28 sq. miles, 330,674 population

Captain – Patrol Bureau-12th District

February 2015 — November 2018

Lead the patrol district while executing a course of action to mitigate crime and enhance the relationship of the police department with the community by being transparent and practicing procedural justice.

Analyzed and understood crime trends. Deployed resources based on Intelligence and Data-Driven information. Persistent crime problems were attacked by using innovate strategies.

- Established many community events including Backpack, Christmas
- Giveaways, Coffee with a Cop and Movie nights for Children in District.
- Established Community Peace Walks in high crime areas with Police, Clergy Elected Officials, Business leaders and community members
- Fostered a positive relationship with the African Immigrant community (the district has the largest concentration of African Immigrants in the Philadelphia)
- Conducted a study group for officers and sergeants seeking to be promoted
- Established a robust relationship with political officials within Southwest Philadelphia
- Established a pilot program called “Neighborhood Policing”. The program will assign 4 officers to a grid in the most violent neighborhood in division. The officers will follow-up with crime victims and work together to fix chronic issues that affect the neighborhood.

Management Oversight

Patrol District

Personnel:

- 5 Lieutenants,
- 15 Sergeants, 200 Police
- Officers, 45 Civilians

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Jurisdiction: 5.54 sq. miles, 110,722 population

- 2 Universities

Lieutenant -Internal Affairs Bureau

November 2013 — February 2015

- Police Lieutenant, Philadelphia Police Internal Affairs Bureau Investigator 12/2015 to 12/2017
Philadelphia Police Department – Philadelphia, Pennsylvania
- Ensure a trustworthy and compliant system that operates within set boundaries. Investigating the incidents and talking with the persons harmed by the allegations and misconduct. Schedule interview sessions with complainants to obtain the facts of the issue as well as the identity of an offending officer. Question concerned officers to obtain their response to an accusation.
- Detecting and addressing crimes or offense committed by police officers. Verify the authenticity of complaints as filed against the police by the public. Establish the facts of a case, internal affairs investigators interview witnesses to elicit information or evidence useful in making logical deductions.
- Visit the scene of a crime to obtain useful evidence that can provide leads in an investigation. Evaluate records and documents to obtain information useful in assessing the involvement of a suspect in a crime.
- Conducted over Forty Internal Investigations on both officers and Command level personnel ranging from verbal abuse, physical abuse and other misconduct.

Lieutenant, Patrol Division Commander 14th District

December 2011 — November 2013

Management Oversight: 3 Sergeants, 1 Corporal, and 50 Officers

Area: 11.4 Square miles

Managed and led the platoon working in the busiest district in the city. Assigned personnel to patrol police service areas based on crime trends, victimology and intelligence led- policing principles.

- Restored sense of pride to entire platoon by using tenets of Emotional Intelligence.
- Increased attendance monthly community engagement by using new approach to community engagement.
- Charged with engaging residents in Police Service Area (largest and busiest in city) to work together to solve chronic issues.
- Improved relationships with business leaders by increasing officers along business corridor during times when crime is likely to occur using Intelligence-led principles (hot spots, predictive policing, victimology, data-driven and offender focused)

Administrative Sergeant, Narcotics Bureau

December 2007 – December 2011

Management Oversight: 2 officers, 1 Civilian

Area: City Wide Unit

- Supervise Officers and civilians in the Narcotics law enforcement division.
- Collect intelligence information then analyze it from a variety of sources including investigations, seized documents, surveillance reports, cooperating sources, and court-ordered wiretaps.

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- Analyze and review all paperwork submitted to the Inspector from the Narcotics Field Unit. Conduct and manage such areas as drug cultivation and production, methods of transportation, trafficking routes, and the structure and analysis of trafficker organizations.
- Maintain Monthly Narcotics Budgeting funds.

Sergeant, Patrol

December 2004 – December 2007

Management Oversight: 15 Officers

Area: 22nd District

Supervised patrol officers. Held daily roll call. Directed officers to respond to 911 calls. Reviewed and approved the officers' reports. Mentored officers on career development.

- Supervised a small group of police and personnel in a specialized police unit or in the operations office and cell room of an assigned district; reviews the nature and content of all communications received by teletype, police radio, mail and messenger service and directs their proper routing; approves charges to be placed against prisoners; instructs personnel in the proper procedures involved in the slating, processing, and detention of all persons arrested; schedules and coordinates the transfer and delivery of prisoners for identification, investigations, court

Corporal, Patrol

December 2002 – December 2004

Management Oversight: 10 Officers

Area: 25th District

Supervised patrol officers. Held daily roll call. Directed officers to respond to 911 calls. Reviewed and approved the officers' reports. Mentored officers on career development.

- Reviewed daily activities, incidents, and individuals and platoon shift assignments; reviews them for completeness, accuracy, and neatness; makes recommendations for correction of errors; guides subordinates in the preparation and issuance of certificates of charges and property receipts.
- Insures that pertinent information and communications are recorded on the sending and receiving sheet and that all interested personnel receive copies; receives and routes all inquiries, complaints, and requests for police services made by citizens in person or by telephone and instructs police personnel in their proper dispositions; notifies superior officers, according to current directives of all unusual or emergency situations occurring in the district or other police units; arranges for other city departments, utility companies, and other law enforcement agencies to be notified of complaints and emergency conditions that may require their services.
- Arranges for the necessary services and repairs for police vehicles on a preventive maintenance and emergency basis; controls the dispensing of gasoline and oil to police and other city-owned vehicles; calculates and forwards daily receipts; requisitions and maintains supplies for the district or other units; receives, reviews, and maintains all reference materials and directives; reviews files and records and instructs personnel in their proper maintenance in accordance with current directives; maintains attendance records of all personnel within the district.

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- Conducts regular inspections of the detention area to determine its cleanliness and the physical condition of prisoners; inspects the rooms and facilities of the district building and grounds and instructs personnel in their proper maintenance.
- Reviews schedules of municipal court hearings held in the district; dispatches vehicles to prisons to transport prisoners to hearings; makes appropriate notifications for scheduled court appearances; assembles case folders; oversees the custody of prisoners during court hearings; updates case folders by noting the disposition of the hearing as directed by court officials.

Police Officer

1996-2002

- Patrol, Robbery Detail, Tactical Team, Bike Patrol,

EDUCATION

Master of Public Administration | Holy Family University

Bachelor of Arts, Organizational Leadership | Eastern University

Associate of Arts, Liberal Arts | Eastern University

PROFESSIONAL DEVELOPMENT & TRAINING

Police Executive Research Forum Senior Management Institute for Police (PERF Graduate) | 2021

PROFESSIONAL AFFILIATIONS

Member, Police Executive Research Forum (PERF)

Member, National Organization of Black Law Enforcement Executives (NOBLE)

Member, Leadership Philadelphia (2021)

ADDITIONAL INFORMATION

Professional Citations

2000 Republican National Convention Citation

2005 Commendatory Citation

2016 Democratic National Convention Citation

2016 Perfect Attendance Award

2016 City of Philadelphia City Council Official Citation

2018 Pennsylvania House of Representatives Citation