



**City of Salisbury  
Police Department  
Data Scientist**

**Salary: \$55,264.00 per year  
week)**

**Grant Position**

**Full Time – w/Benefits (35 hrs. per**

**Situated between the Chesapeake Bay and Atlantic Ocean is the capital of the Eastern Shore, Salisbury, Maryland. With a population of approximately 32,000, Salisbury has become home to a very diverse community of people. Whether it is for the vibrant economic opportunity, quality public education, world-class healthcare, reinvigorated environmental stewardship, or globally known corporations people are coming from all over to be a part of this ever changing town. You may be interested in this posting.**

**Duties:** Position will be responsible for developing tools to incorporate machine and deep learning techniques for the Salisbury Police Department into our data analytics capabilities. Position will be located and supervised within the Information Services Department to allow for access to and support of other technical professionals i.e. GIS, Crime Analyst, IT. Position will leverage the City's current technological capabilities to enhance our capability to acquire data, analyze that data and perform predictive modeling. While developing the above capabilities, this position will help to identify any technological gaps that exist that prohibit or downgrade the capability of the City to stand up a functioning machine learning environment. Once gaps are identified this position will then work with resources from the police department and other technical professionals to eliminate those gaps. This position will perform other duties as required. For a full description of duties and responsibilities please see the job description.

**Requirements:** Bachelor's Degree in Mathematics, Computer Science or other related field is preferred. One-year experience of programming or computer science. Applicant should be proficient with the following software: SQLServer Management Studio. Additionally, applicants should be proficient with one or more of the following programming languages: SQL, Python, TensorFlow, Hadoop and Java Script. Equivalent training, education and experience will be considered. Position requires drug screening, background screening and a valid driver's license.

**Closing Date:** Open until Closed

**APPLY:** Submit City application (<https://salisbury.md/departments/human-resources/careers>) and resume or cv to:

Human Resources Dept.  
125 N. Division St.  
Salisbury, MD 21801  
410-548-1065  
Fax: 410-548-3748  
Web site: [www.salisbury.md](http://www.salisbury.md)  
E-mail: [jobs@salisbury.md](mailto:jobs@salisbury.md)

**City of Salisbury Police Department  
Classification Description**

Classification Title: Data Scientist  
Department: Police Services  
Date: 9/24/18

Pay Grade:10  
FLSA Status: Exempt

**General Statement of Job**

Under the general supervision of the assigned supervisor, develops neural networks and applies machine and deep learning techniques to gather and analyzes information. This information will be utilized by our law enforcement community to identify threats and to develop strategies that may mitigate and/or eliminate those threats. Performs other duties as assigned.

**Specific Duties and Responsibilities**

**Essential Functions:**

The classification for this position is Data Scientist. The person in this position will become familiar with, this department's policy on case quality control, and the Salisbury Police and Information Services Departments daily operations. The data scientist will utilize the City of Salisbury's inherent technology, primarily its geographic information system (GIS) platform, in an effort to maximize its potential for impacting the City's law enforcement effort.

Our officers cannot be everywhere at once; however, in today's society technology is invariably present. The ability to leverage this technological presence is a force multiplier beyond our current capabilities. This position will leverage this technological presence to allow our agency to identify emerging criminal activity in our area and allow us to work with our regional partners to stop it before it can solidify itself within our area. Additionally, the data collected from these efforts would be subjected to multiple analysis techniques in an effort to identify trends, patterns and produce predictive modeling outputs.

This position will then assist, or independently, visualize and publish the results of that analysis to either, secure web-based viewers or mobile applications. These sources would be used by our regional law enforcement community, officers in the field and when appropriate, published out to publically accessible viewers. The impact of these efforts will be of enormous benefit to our local and regional law enforcement community and to the public as a whole.

1. The Data Scientist will develop tools to incorporate machine and deep learning techniques to exploit local, state and federal law enforcement data streams.
2. The Data Scientist will create tools for the identification and tracking of suspicious activity and individuals via cell phone, social media other technology related platforms.
3. The Data Scientist will create and utilize machine learning algorithms and automated processes to query, analyze and visualize the many disparate data sources available.
4. The Data Scientist will create conditions that allow our officers to have an elevated impact on criminal activities using technology in a resource challenged environment.
5. The Data Scientist will create and utilize crowdsourcing applications that will allow for proactive public input to address criminal activity for law enforcement agencies in this region and to inform media sources as it relates to public safety.

6. The Data Scientist will organize and maintain manual and automated information sources for the storage and retrieval of data.
7. The Data Scientist will make use of research and criminal profiles, that include crimes and criminal relationships, that have been developed by crime analyst to aid in making a connection between members of a particular organization as directed.
8. The Data Scientist will receive, process, coordinate and prioritize requests for research while determining what type of assistance is needed to initiate the collection of intelligence information and ensure information is available in a timely manner.
9. The Data Scientist must be trustworthy and dependable, particularly due to the sensitive information encountered.
10. Other duties as required

#### **Required Education and Experience**

1. Bachelor's Degree in Mathematics, Computer Science or other related field.
2. One year of Programming or Computer Science experience.
3. Or equivalent training, education, and/or experience.

#### **Required Knowledge, Skills and Abilities**

1. Learn the City of Salisbury's policies and procedures
2. Learn the City of Salisbury's Police Department policies and procedures
3. Ability to pass a complete background check
4. Act as a representative of City of Salisbury to the public
5. Proficient with SQL Server Management Studio
6. Proficient with SQL, Python or other programming languages
7. Proficient with machine learning algorithms and implementation
8. Effectively and accurately make reasonable and logical judgments
9. Effectively prioritize workload
10. Attention to detail
11. Effectively communicate with other staff members and maintain effective working relationships with other professionals

#### **Certificates, Licenses, Registrations, Skills:**

None

#### **Physical Requirements:**

The position occasionally requires stooping or bending. Occasional very light lifting, such as three or four reams of paper, books or other materials (up to 20 pounds) may be required.

Work environment involves everyday risks or discomforts which require normal safety precautions typical of such places as offices or meeting and training rooms, e.g., use of safe work place practices with office equipment, avoidance of trips and falls, and observance of fire and building safety regulations.

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The above job description is not intended as, nor should it be construed as, exhaustive of all responsibilities, skills, efforts, or working conditions associated with this job.

Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of this job.