



BLUE VOICE

Director of First Responder Content @ Blue Voice

Employment Type: Full-time

Company Overview:

Blue Voice is an innovative seed-stage startup in the AI and public safety space. Blue Voice is a venture-capital backed software platform designed by police leaders, machine learning technologists, Harvard and Wharton MBAs, and veterans. First responders speak or type questions and our app presents the best available answers from department-approved documents. Our mission is to ensure officers on the street have swift and reliable access to vital information to make informed decisions on law, policy, first aid, operations plans, community resources, and much more. We developed Blue Voice to help reduce mistakes, save time, improve community interactions, and foster a culture of continual learning. We are backed by Signalfire and LOVC and have partnered with over 75 first responder agencies.

Location: Remote (US) – with occasional travel for key meetings or partnership development.

Position

As Director of Law Enforcement Content, you will be obsessed with officer access to information. You must have a singular passion to make sure every single first responder in the U.S. has immediate access to all the critical information and best-in-class resources they could need.

Reporting to the CEO and working closely with the product and customer success teams, you'll be responsible for identifying, acquiring, and maintaining reference materials across all 50 states includes laws, forms, and training materials. You will make it your personal mission to curate, manage, and expand the content that powers Blue Voice.

This is a hands-on, execution-driven role: you will source and evaluate materials, manage and update them in our platform, perform quality control, and collaborate across teams to ensure relevance and usability. You will also cultivate partnerships with content providers and law enforcement organizations, ensuring Blue offers the best and latest reference materials for police officers and other first responders.

You must be a sharp, self-starting operator with strong judgment, able to independently determine which materials are useful to law enforcement professionals and capable of building processes to keep content current and organized across all 50 states. Using your independent judgment and law enforcement domain knowledge, you will decide what information is most valuable to officers. Familiarity with law enforcement or public safety training is invaluable; direct officer experience is helpful but not required.

Key Responsibilities

1. Update Laws and Forms

Ensure partner agencies have access to relevant and up-to-date state and local laws, forms, and legal references. Monitor jurisdictions for annual and off-cycle legal updates, forming partnerships with states, authors, consultancies, and technology companies as needed to stay on top of changes. Lead timely revisions to our law and forms library, manage a document contractor for formatting, and directly upload and maintain materials in the platform to ensure ongoing usability.

2. Manage Existing Content Partnerships

Manage and maintain relationships with key content partners such as CRG School Maps, LED, Hanrahan Consulting, MPI, and others. Oversee content updates, edition changes, and the integration of new materials into the platform. Collaborate on the promotion of Blue Voice through these partnerships, analyze internal usage and popularity of

partner content, and share insights with authors on how their materials are being viewed—such as which topics are most frequently searched or asked about.

3. Source and Evaluate New Content and Partnerships

Identify and source high-value materials officers need in the field—such as legal updates, first aid references, state police motor vehicle law guides, emergency response guides, jury instructions, mental health first aid, officer mental health resources, and maps, along with content that supports interactions with diverse populations – including those in crisis or with special needs. Support the CEO in licensing and content negotiation discussions.

Build and manage partnerships with a wide range of contributors, including authors, district attorneys, public safety trainers, state associations, legal publishers, training academies, municipal leagues, and regional intelligence centers.

Work directly with customers to understand what resources create value—particularly in emerging domains for Blue like fire and local government—and take hands-on responsibility for sourcing, implementing, and continuously improving that content. Analyze platform usage trends to identify high-impact materials and guide ongoing content strategy.

Lead “content localization” when onboarding new states or jurisdictions, ensuring inclusion of region-specific materials. Source tailored content for specialized roles such as disaster response teams and railway officers, and help define content needs in Blue Voice’s emerging growth areas—such as fire services and local government—by sourcing materials like building and municipal codes.

4. Quality Control and Product Management

Ensure all content on the platform meets a high standard of usability. Regularly test how officers interact with content—for example, verifying they can quickly find answers through our AI assistant via hands-on testing. Ensure materials are properly formatted, tagged, machine-readable, and user-friendly and direct and manage a document contractor to assist. Maintain systems to track document freshness, formatting quality, and form fillability to keep resources current and accessible.

Conduct regular audits to flag outdated content, broken links, display issues, and non-fillable forms. Collaborate with the team’s executive assistant and document contractor to implement timely corrections—such as rotating pages, removing appendices, or reorganizing documents to work better with our AI search system. Monitor officer queries and search trends—especially in emerging markets—to identify content gaps and prioritize high-impact updates.

5. Support Sales and Customer Success

Build and maintain a library of model dashboards—one for each state and discipline—serving as fully functional “model departments” within the Blue Voice system. For each dashboard, create a short set of example questions that reflect realistic, high-impact scenarios, and use them to produce demo videos that showcase the platform’s capabilities. Regularly update this demo content based on real officer queries to keep it relevant for sales, onboarding, and training. Complement the videos with adaptable one-pagers that communicate Blue Voice’s value to specific disciplines and jurisdictions.

6. Support Future Initiatives and Product Strategy

Support potential future initiatives, including various features that will help departments ensure they have best-in-class resources. Contribute to efforts that show how improved access to key information can reduce risk, supporting partnerships with insurers and risk management groups.

Basic Qualifications

- **Domain Knowledge.** Bachelor’s degree with a strong familiarity with law enforcement content through direct experience or research. Able to assess what information is practically useful to first responders. Comfortable evaluating the value of content for first responders based on your judgment and experience, even in the absence of user feedback.
- **Self-Starter:** Able to make decisions with minimal guidance. Comfortable working independently in a fast-paced startup environment with minimal oversight.

- **Mission-driven:** Eager to make a 3+ year commitment to develop professionally and lead in a fast-growing, impact-focused venture.
- **Strong communicator:** Excellent writing, editing, and communication skills. Comfortable engaging with police agencies, training institutions, and other partners.
- **Highly organized:** Exceptional project and time management skills. Able to manage multiple projects across states and drive them to completion in a fast-paced setting.
- **Tech-savvy:** Familiar with digital content systems and collaborative tools such as Slack, Google Workspace, Loom, and basic file sharing platforms.
- **Willingness to travel occasionally:** Open to occasional travel for meetings or events—such as visiting a police academy, attending a law enforcement conference, or meeting with a partner. Travel will be infrequent and planned but requires flexibility.

Preferred Qualifications – Bonus if you have...

- Prior experience working in or with police departments, academies, or public safety training providers.
- Prior experience working in one or more of the following fields: content curation, training, information management, legal research, curriculum writing, LMS or knowledge management — preferably in public safety, law enforcement, GovTech, e-learning, or SAAS. Experience with legal, regulatory, or training content is a plus.
- Exposure to accreditation, risk pools, insurance, or accreditation programs (e.g., CALEA)
- Experience in an early-stage startup or government technology company.

Benefits

- Meaningful role shaping a product that is improving information access and decision-making in law enforcement and public safety.
- Competitive compensation (salary + potential equity)
- Opportunities for leadership and professional growth as a relatively early team member (#15) in a fast-growing startup.
- Remote-first work environment with flexible scheduling.
- 75% health insurance coverage and 50% for dependents.

To Apply: Please send your resume to David@bluevoice.io. Include a brief email explaining your interest in the role. We review applications on a rolling basis and will reach out to qualified candidates to schedule an interview.

Blue Voice is an **Equal Opportunity Employer**. We are committed to building a diverse and inclusive team and encourage candidates of all backgrounds and experiences to apply. We welcome and value the unique perspectives that you can bring to our team.
