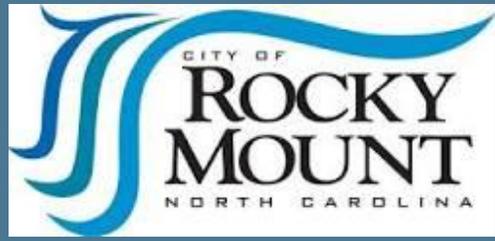




Chief of Police
City of Rocky Mount



The City of Rocky Mount, North Carolina, is seeking a **Chief of Police** to lead a dynamic and diverse Department that will be seeking CALEA accreditation in the future. The police chief must be personally committed to community engagement, regional partnerships and visible leadership. The next Chief will be a transformative and visionary leader with a focus on increasing trust and partnerships between the Police and stakeholders. The Chief of Police is the public face of the Rocky Mount Police Department and must be able to foster effective relationships with the community, elected officials, regional partners, City administration, as well as the command staff, supervisors, officers and civilian members of the department. Possessing outstanding communication, advocacy and critical thinking skills, the successful candidate will be a proactive law enforcement professional with a proven track record in effective change management, 21st Century Policing, and innovative strategic leadership. Rocky Mount is a community that values diversity and expects and deserves an exceptional leader to be its next Police Chief.



THE COMMUNITY

Celebrating its 150th anniversary, and established at the Falls of the Tar River, Rocky Mount prides itself on being a leading cultural, economic, and education center of Eastern North Carolina. This city of over 60,000 lies in two counties, Nash and Edgecombe and is home to NC Wesleyan College as well as Nash and Edgecombe Community Colleges. With lovely parks and greenways, a jewel of the City is the Imperial Center for the Arts and Sciences creatively and lovingly renovated from an abandoned Atlantic Coast Line Railroad water tank and pump house. The city is served by three major highways: I-95 to its west US 64 (Future 87) as its main east-west corridor and US 301 (Wesleyan Boulevard) as its main north-south corridor. The City has easy access to Raleigh (55 miles) and the Research Triangle. It is also a two-hour drive from Wilmington and the beautiful North Carolina coast. With such easy access to several major highways and Raleigh-Durham International Airport, Rocky Mount is a great place to live and to do business. With its temperate climate and close proximity to both the mountains of North Carolina and Atlantic Ocean beaches, Rocky Mount provides residents the best of both worlds.

ABOUT THE ORGANIZATION

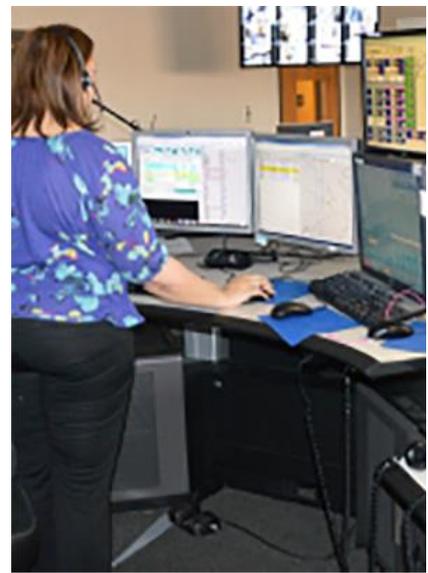
The City of Rocky Mount is governed by a non-partisan City Council utilizing a council/manager form of government consisting of a Mayor, Mayor Pro-Tem and six Council members. The City, believing in active Community input and engagement, has 15 Council Committees, Commissions, or Boards. Holding a Aa2 bond rating and multiple GFOA budget awards, the 2017-2018 adopted budget is \$201M budget with a \$64M General Fund, a \$81.5M Electric and a \$21M Gas Fund. The City holds a \$400M debt load. Additional information about the City is available at <http://www.rockymountnc.gov>.

ABOUT THE DEPARTMENT

The Police Chief reports to the City Manager. The individual selected to be the next Chief of Police will take over from a well-respected and trusted Interim Chief to lead a Department of approximately 171 sworn and 41 non-sworn employees working across the divisions of Administration, Criminal Investigations, Patrol Services, Special Operations and Support Services and manage an annual budget of \$17.5M. Due to retirements, there will be increasing opportunities for promotions and building a new command staff.

The City is committed to community engagement and programs for involvement including the nationally recognized National Night Out program, Citizen's Police Academy, Police Explorers, and an active Community Services Section.

Crucial challenges the Chief will be faced with include violent crime due to gang activity, high call volume, recruitment challenges but s/he will face these challenges with the resources of a committed City Manager, Council and Community. The Chief of Police must play a vital role in working across the community to problem solve, collaborate and create partnerships. The Chief is expected to play a visible and proactive role in the criminal justice system to create a path for the Rocky Mount Police Department to be a leader in building trust and relationships to create effective responses to reduce this statistic.



QUALIFICATIONS

Minimum of a BA/BS degree or knowledge and/or level of competency commonly associated with the completion of a baccalaureate degree in a related course of study. Appropriate advanced degree highly preferred, along with executive law enforcement training (e.g. FBI National Academy, Administrative Officers Management Program, PERF, LEEP, etc.) and minimum of 15 years law enforcement experience and 5-7 years of cross-functional and progressively responsible experience including administrative and command work at the equivalent rank of Captain, Major, Assistant/ Deputy Chief, or higher. Must have a valid NC driver's license or the ability to obtain a valid NC driver's license within 60 days of hire. **Must have current certification as a municipal or local government law enforcement officer by his/her respective state or with no more than one-year break in full-time sworn service at time of appointment.** Please note that North Carolina law does not recognize nor have a reciprocal relationship with Federal law enforcement certification but does recognize and give partial credit for military police (MP) training, receipt of a MP occupational specialty classification and performance of MP duties.



THE SUCCESSFUL CANDIDATE

- skilled in developing trust among members of the community and the police department while leveraging opportunities for collaborative problem solving and partnerships;
- an individual with impeccable integrity and a proven record of consistency in managing both internal and external relationships to mitigate challenges and maximize opportunities;
- one who embraces a community of diversity and who proactively brings members with conflicting values and cultures together using innovative solutions;
- is an outstanding communicator who speaks clearly, assertively and transparently with internal and external stakeholders;
- skilled in working with and maintaining strong collaborative relationships with regional and state law enforcement officials;
- a leader who “Walks the talk” on community-oriented policing strategies and initiatives both with staff and the community;
- experienced working in council-manager form of government and has expert skills in navigating the complexities of varying roles (e.g. need for building relationships, educating Council, clear communication, reestablishing trust);
- effectively and creatively advocates for staff resources such as training, equipment and compensation, in order to positively impact recruitment and retention, while managing within a resource constrained environment;
- able to demonstrate personal responsibility and leadership initiative that has led to crime reduction and strong community relationships in current or past positions;
- proactive in developing and supporting staff to achieve excellence through increased training, responsibility, productivity, morale and retention;
- experienced across functional areas such as accreditation, patrol, support investigations, SET, K-9, animal control, or other specialized units;
- knowledgeable regarding the use of intelligence-led policing and technology to predict and prevent crime, geographic service areas, problem oriented and community-oriented policing;
- consistently updating personal knowledge regarding public policy, public perception and law enforcement trends (e.g. body cameras);
- skilled in budget development and management, policy development and application, progressive policing strategies and maintenance of effective service levels despite resource constraints;
- engaged, accessible and visible within and across departments and in the community;
- appreciative of the significance of diversity within all aspects of the department and community and has developed innovative solutions to attracting, retaining and promoting diversity;
- an outstanding communicator verbally and in writing and possesses well-developed interpersonal skills and abilities;
- goal oriented, possessing high standards of self and others, thriving in a culture of high performance expectations and personal accountability.

Salary and Benefits: There is a residency requirement to live within the corporate city limits of Rocky Mount within 12 months of appointment to the position. The beginning of the hiring range is \$130,000 annually. Starting salary will depend on experience and qualifications. The City provides an excellent benefits package. Visit

https://www.rockymountnc.gov/departments___services/human_resources/employee_benefits/ to learn more.

To confidentially apply for this position, please go to www.developmentalassociates.com, click “Client Openings” (or paste <https://www.developmentalassociates.com/client-openings/client-positions/> into your browser) and then the **Chief of Police – Rocky Mount** link. *All applications must be fully completed and submitted via the online portal.* Applicants encouraged to apply by February 7, 2019. Interviews and on-site skill evaluation will be held March 18-19, 2019 in Rocky Mount for selected semi-finalists. *All inquiries* should be emailed to [hiring@developmentalassociates.com](mailto: hiring@developmentalassociates.com). EEO/AA Employer.

The recruitment and selection process is being managed by Developmental Associates, LLC.

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