



Brevard

North Carolina

Invites your interest in the position of

Deputy Chief of Police

Where do you thrive?

- ✓ in an engaged community with a low crime rate?
- ✓ In a community where watching officers and kids in impromptu basketball, hopscotch, or jump rope is not uncommon?
- ✓ In a community where natural beauty abounds and small-town values are commitments?

If you have operational leadership skills and enjoy developing officers for their next role, becoming the Deputy Chief of Police (DCOP) in Brevard, NC may be for you. This is an excellent opportunity to serve in the #2 role of a police department, earning boots on the ground leadership experience that develops your career. The DCOP serves as the operational executive in the department and will be an outstanding partner to the Chief who is the face of the department externally. The DCOP must have a track record of training, mentoring, and developing officers in their technical skills and for career advancement. S/he must be proactive and have a demonstrated history of innovative leadership using best practices for law enforcement. The next DCOP will deeply value community engagement, community-oriented policing, and walk the talk with regard to leading and working alongside their officers to meet community goals.

The Community:

Brevard, NC, is the county seat of Transylvania County and is a gateway to Pisgah Forest. With small-town charm and a vibrant downtown, Brevard is popular as a retirement, tourism, and recreational area. Home to Brevard College, Blue Ridge Community College, and Brevard Music Center, the area offers a variety of educational and cultural opportunities. With a year-round population of about 7900, there is a seasonal uptick to 40,000 during the summer. To learn more about the community, click [here](#). Brevard is located about 30 miles south of Asheville, and 45 minutes north of Greenville, SC.

About the City, the department and the position:

The City Manager oversees City operations and reports to a five-person elected Council. A City general fund budget of \$10.8M and 95 employees deliver the community services that citizens have come to expect.

The Brevard Police Department (BPD) practices true “Community Policing” through a commitment to community empowerment and proactive problem-solving, realizing that making Brevard a safe place to live, work and visit, is a partnership that includes the collaboration of City departments, residents, businesses, visitors, and the faith community.



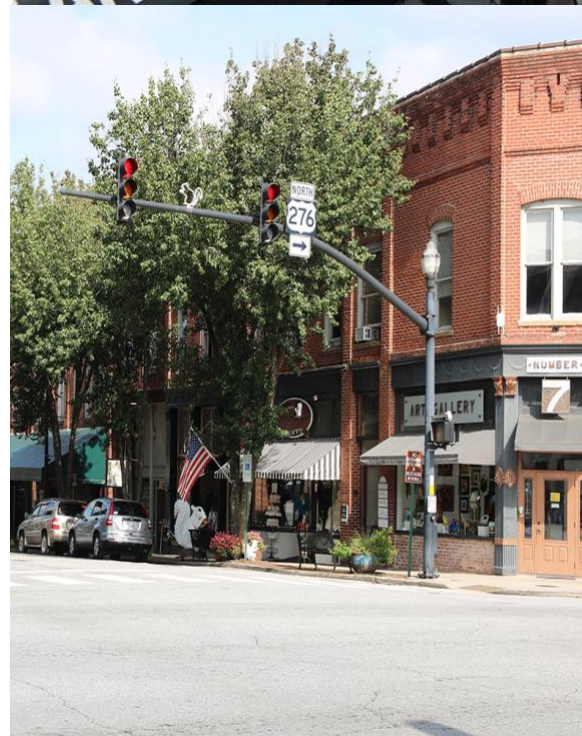
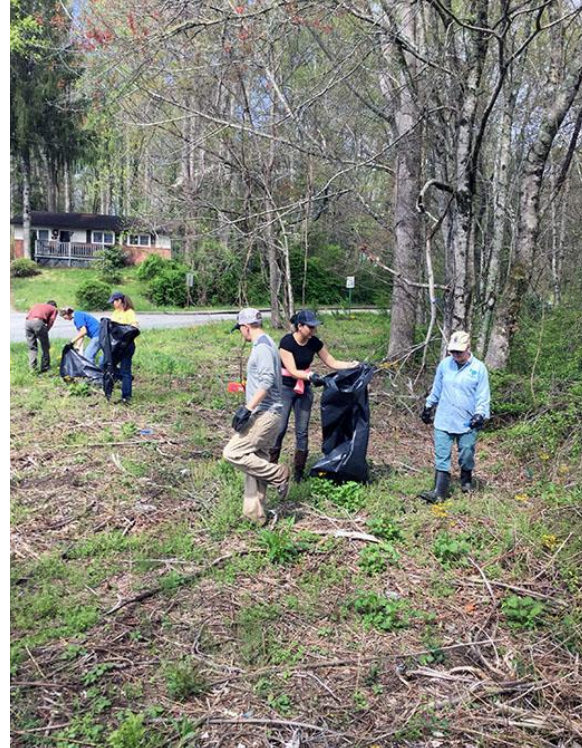
Reporting to the Police Chief, the Deputy Chief is responsible for managing the budget, training, purchasing, and operational oversight of the department. BPD divisions include administration, parking enforcement, communications, patrol services (4 squads), and investigations. The Department has a \$3.1M overall budget, 25 sworn FTE personnel, 5 communications personnel, 10 auxiliary officers, and 2 civilian positions. More information about the department can be found at <https://www.cityofbrevard.com/173/Police>.

Key priorities for the next Deputy Chief of Police are:

- working with the Chief and City leadership to address recruitment, retention, and turnover issues due to regional competition;
- working to implement new procedures and recently revised General Orders;
- supporting and building accountability for a community-oriented policing philosophy that permeates all levels of the organization;
- ensuring a culture of accountability for use of modern policing practices which foster a sense of security and respect for citizens and officers alike; and,
- building on existing partnerships with local and regional law enforcement and intergovernmental organizations.

Qualifications:

Requires a four-year degree from an accredited college, preferably in criminal justice, public administration, or another relevant field and 10 years of progressive law enforcement experience to include seven (7) years of management/command level experience; or any combination of training and experience that provides required knowledge, skills, and abilities of a law enforcement executive. Master's Degree and Advanced Law Enforcement Training is preferred with an earned degree in criminal justice or related field supplemented by law enforcement training, and supervisory and administrative experience in law enforcement, or an equivalent combination of education and experience.





Transfers: In-state candidates may transfer their law enforcement officer certification to another agency in NC provided he/she has less than a 12-month break in service at time of appointment. In-state candidates with less than a three-year break in NC service may receive partial credit toward basic law enforcement training. Out of state candidates who are serving or have served as a local or state law enforcement officer must have successfully completed a basic law enforcement training course accredited by the state from which they are transferring and cannot have a break in full-time service exceeding three years at the time of appointment. Individuals with Federal law enforcement officer certification who have not had a break in service exceeding three years at the time of appointment may receive partial credit toward NC basic law enforcement training. NC does recognize and give partial credit for military police (MP) training if the candidate has completed a formal military basic training program and been awarded a military police occupational specialty rating and has served as a military police officer for not less than two of the five years preceding the date of appointment. NOTE: Candidates with prior LE experience who otherwise meet qualifications and can complete BLET within one year of appointment will be considered.

Brevard Mission Statement

The Brevard Police Department pledges to provide professional services to the community through integrity, respect and teamwork.



Principles

Fairness
Integrity
Respect
Service
Teamwork

The successful candidate:

- 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;
- develops and supports staff to achieve excellence through increased training, responsibility, productivity, morale, and retention;
- is accessible and visible to staff and community by participating in City and community events,
- embracing community organizations and collaborating across City departments to reach strategic goals;
- is an outstanding communicator both verbally and in writing and possesses well-developed interpersonal skills to speak assertively and transparently with internal and external stakeholders;
- demonstrates personal responsibility and leadership initiative that has led to crime reduction and strong community relationships in current or past positions;
- is experienced across functional areas such as patrol, support, investigations, SET, K-9, or other specialized units;
- is up-to-date on current trends and best practices (e.g. protests, De-Escalation training, mental health training, etc.) and has a track record of evaluating and making appropriate evidence-based recommendations to ensure optimal departmental response;
- understands and utilizes crime data statistics and other performance metrics to evaluate operations, identify trends, develop benchmarks and measure performance and achievement of established policing goals;
- is tech-savvy, understands and embraces how technology and how social media can enhance effective law enforcement; and,
- is skilled in budget development and management, policy development, and application and progressive policing strategies despite budget constraints.





Salary range and Application Process: The salary range is \$56,742 to \$81,057 (beginning salary will be commensurate with qualifications). The City offers a highly competitive benefits package.

To apply, go to

<https://agency.governmentjobs.com/developmentalassociates/default.cfm>

Deputy Chief of Police - Brevard link, to learn more about the selection process, visit Client Openings (or copy and paste into your browser: <https://developmentalassociates.com/client-openings/>). All applications must be fully completed and submitted online via the Developmental Associates application portal – NOT the City portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters can be uploaded with the application. Application review begins October 10, 2020. Finalists will participate in virtual interviews and skill assessments on November 5-6, 2020. Interviews with the Chief of Police will follow at a subsequent time.

All *inquiries* should be emailed to hiring@developmentalassociates.com. Brevard is an Equal Opportunity Employer.

Developmental Associates, LLC is managing the recruitment and selection process for this position.

