



# Hendersonville

## North Carolina

Invites your interest in the position of

# Chief of Police





The City of Hendersonville, NC is seeking a **Chief of Police** who:

- ✓ believes that community policing requires “roll of your sleeves” efforts with citizens, visitors, elected officials, City staff, and officers;
- ✓ leads with a “walk the talk” philosophy where accountability starts with one’s self and permeates through the department;
- ✓ recognizes that advocacy and equity are key concepts both inside and outside the department that ensure engagement and commitment to principled leadership; and,
- understands that department morale drives recruitment, retention, and excellence in service delivery and actively works to establish a positive working culture.

Hendersonville, located in the picturesque mountains of North Carolina, is seeking a **change agent** to be its “top cop.” The next **Chief of Police** must have a track record of proactive and innovative law enforcement leadership, particularly during challenging times, being merely a manager is not enough. The Chief is expected to be engaged both internally and externally, trusting his or her staff to manage incidents but involved with officers, fellow department heads, citizens, and partners in multiple jurisdictional agreements. The department will move into a new Police Headquarters in 2021. This is the ideal opportunity for the next chief to launch a new era for the Hendersonville Police Department (HPD).

## The Community:

Located in the Asheville Metropolitan Statistical Area, Hendersonville is a fast growing community consisting of multiple historic districts, is listed on the National Register of Historic Places and sits between the Great Smokey and Blue Ridge Mountains, 22 miles south of Asheville, NC and 40 miles north of Greenville, SC. With an altitude of 2200 feet above sea level, the region provides wonderful year-round recreational opportunities. A thriving Hendersonville Historic Downtown district, and member of the NC Main Street Program, Hendersonville is host to a variety of businesses, festivals and activities throughout the year. This beautiful mountain community strives to maintain its quality of life for year-round residents as well as the seasonal influx of tourists in Fall and Summer. To learn more about the community, click [here](#).

## Organization and Position description and responsibilities:

The City, home to over 14,000 residents, employs 274 FTE, 28 part-time or seasonal employees. The Police Department is one of 9 city departments. The Chief of Police reports to the City Manager and is responsible for planning, directing, implementing, and evaluating the activities of the Police Department. The Police Chief will be responsible for leading a well-equipped Department in a community that is supportive and demands high levels of service and engagement.



The Department has a \$ 5.7 million Budget, 45 sworn personnel, and 11 support personnel in four divisions: administration, support services, patrol services and criminal investigations. The ideal candidate will be a strong leader within the Police Department and must work well with the City's Management Team, Council, community members, and surrounding law enforcement agencies. To learn more about the department, click [here](#).

## Key priorities for the next Chief of Police are:

- modeling a culture of accountability for application of effective law enforcement practices which foster a sense of security and respect for citizens and officers alike;
- ensuring a community-oriented and problem-oriented policing philosophy permeates all levels of the organization and continues to build community trust;
- reinvigorating relationships with local and regional law enforcement and intergovernmental organizations.
- evaluating the department structure, staffing, and practices along with discerning community safety goals and Council priorities to assess what alignment and changes are needed to initiate and implement best practices to meet strategic goals; and,
- leveraging internal talent while closing gaps through engaging employees in training, development, and succession planning to prepare for upcoming retirements.

## Qualifications:

Requires a bachelor's degree in criminal justice, public administration, or other relevant field, and 10 years of progressive law enforcement experience across functional areas such as patrol, internal affairs, administration, investigations, etc. to include 7 years of executive-level experience at the rank of Captain or higher. Must possess current advanced NC LE certification or be eligible to acquire. A master's degree and executive law enforcement training are preferred. Must have a valid NC driver's license or the ability to obtain a valid NC driver's license within 60 days of relocating to NC.







**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.





## Employee Benefits

Annual Leave

Sick Leave

Holidays

Wellness Program

Credit Union

Health Insurance

Dental Insurance

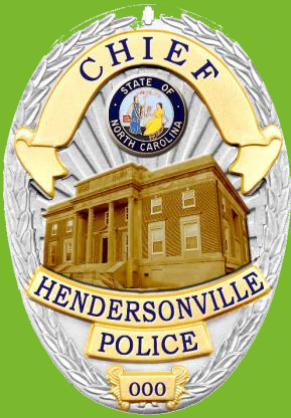
Vision Insurance

Life Insurance

Flexible Spending Account

Retirement System

Supplement Retirement



**Salary range and Application Process:** The hiring range is \$85,000 to \$100,000 with negotiation within the range based on credentials and experience. The City offers outstanding benefits.

**To apply,** go to

<https://agency.governmentjobs.com/developmentalassociates/default.cfm> and click on the **Chief of Police - Hendersonville** 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 listing your time at each rank 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 November 29, 2020. Finalists will participate in virtual interviews and skill assessments on December 17-18, 2020 will require 3-4 hours of time on those days, not including preparation. Interviews with the City Manager will follow at a subsequent time.

All *inquiries* should be emailed to [hiring@developmentalassociates.com](mailto:hiring@developmentalassociates.com). Hendersonville is an Equal Opportunity Employer.

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

