



# Durham

## North Carolina

CITY HALL

Invites your interest in the position of

# Chief of Police



# Progressive, Southern City Looking for Next Chief of Police

*If you are a law enforcement executive who*

- ✓ recognizes that law enforcement agencies and communities are experiencing stressors that require innovative leadership;
- ✓ understands that department morale drives recruitment, retention, and excellence in service delivery and actively works to establish a positive working culture;
- ✓ applies an equity lens that infuses principles of diversity, inclusion, and belonging from program conception through decision-making and implementation;
- ✓ believes that community policing requires “roll up your sleeves” efforts with citizens, visitors, elected officials, City staff, and sworn and civilian staff;
- ✓ leads with a “walk the talk” philosophy where accountability starts with one’s self and permeates through the department; then,
- ✓ ***the Durham Chief of Police position could be your next career move.***

The City of Durham is seeking a **Chief of Police** to lead a dynamic and diverse, CALEA accredited Police Department. The police chief will be a strategic, transformative and progressive law enforcement leader with a focus on solving critical challenges while leveraging community engagement and partnerships and increasing trust. The Chief of Police is the public face of the Durham Police Department and must be able to foster effective relationships with the community, elected officials, City administration, and the command staff, supervisors, officers and civilian members of the department. Possessing outstanding communication, advocacy and strategic thinking skills, the successful candidate will be a creative and proactive law enforcement professional with a proven track record in effective change management, 21<sup>st</sup> Century Policing, and innovative problem solving. Durham is a community that values diversity and demands an exceptional leader to be its next Police Chief.

## The Community:

Durham County, located in the Research Triangle Region of North Carolina, is home to Research Triangle Park and is one of the most economically competitive regions in the world. Research and development from many private and federal labs have fueled business and economic growth here and has made the region a world leader in life sciences, information technology, and clean technology.

Consistently ranked among the top places to live, work and play, Durham is a magnet for talent, which helps attract innovative companies working in high-growth industries. Durham, the “City of Medicine,” has long been known for world-class medical facilities, including top-ranked Duke University Medical Center, and an industry-leading pharmaceutical sector. More recently, it’s become a hotspot for entrepreneurs and high-tech startups, propelled by the launch of American Underground, a startup incubator and accelerator. Durham boasts a premier performing arts center and the Durham Bulls AAA baseball team. In addition to Duke University, Durham is home to North Carolina Central University, the nation’s first public Historically Black College and University, now a major center for biotech and bio-manufacturing R&D, and Durham Technical





College, a key partner in preparing a competitive workforce. Private investment is flourishing, redeveloping former tobacco and textile warehouses and historic buildings into mixed-use developments filled with trendy housing options, restaurants, artist studios, retail spaces, and small businesses.

The City's highly diverse population is over 270,000, representing a more than 20% increase within a decade. Centrally located, Durham is a few hours' drive from the beautiful North Carolina coast to the East and the Appalachian Mountains to the West.

## City Government Overview:

The City of Durham operates under a Council/Manager form of government. The City Manager, along with three Deputy City Managers, leads approximately 2700 employees working across 24 departments. The City has an FY22 general operating budget of \$524.6M, total capital budget of \$1.4B, AAA bond ratings, and a tax rate of \$0.5517 per \$100. The City's day-to-day management and plan for future growth is managed by our [Strategic Plan](#) for 2019-2021 **Durham:**

**What's Next?** which includes in its vision the desire to make Durham a great place to live, work, and play. More information about the City can be found at <https://durhamnc.gov/>.

## Police Department and Position Overview:

The individual selected to be the next Chief of Police will lead a Department of approximately 537 sworn and 125 non-sworn employees with an annual budget of \$68M. Employees work four bureaus: Patrol Services, Investigative Services, Administrative Services, and the Office of the Chief (which includes the Public Information Officer and Professional Standards).

Due to retirements, there will be many opportunities for promotions and building a new command staff. The vision of the Durham Police Department is to be a progressive law enforcement agency committed to reducing crime by providing the best quality of service, fostering public confidence and maintaining the highest standards of excellence as a community partner for positive change. With a reputation for excellence in utilizing intelligence-led policing strategies, the Durham Police Department is redoubling its efforts to engage the community in unique and effective ways that create effective partnerships. The department offers over 10 programs for community involvement including the nationally recognized National Night Out program, Citizen's Police Academy, Durham Businesses Against Crime, Citizen's Observer Patrol, Police Athletic Leagues (PAL) and Project Safe Neighborhoods among others.

A pressing issue of great concern is Durham's violent crime rate and the uptick in gun violence. This is a crucial challenge the Chief will be faced with and 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 Durham Police Department to be a leader in building trust and relationships to create effective responses to respond to these concerns. A detailed description of the police department can be found at <https://durhamnc.gov/149/Police-Department>.







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

- working with the City Manager and Council to implement a functional guardian over warrior vision of law enforcement that meets the needs and challenges of the department and the community with adequate funding for programs that address increased gun violence and violent crime, civil unrest, and an evidence-based and effective approach for calls that do not demand a law enforcement response.
- addressing core issues and advocating for solutions related to staffing levels, compensation, training, and work factors that have depressed morale so that all employees feel valued, supported, and have the bandwidth to engage with the community as expected to solve community issues proactively rather than reactively;
- modeling a culture of accountability for the application of effective law enforcement practices which foster a sense of security and respect for citizens and officers alike;
- continuing development of relationships with the Council, the City Manager's Office, department heads, as well as local and regional law enforcement and intergovernmental organizations; and,
- continuing to value what is unique about Durham and its proactive approach to responding to differences of perspective related to protests and ideas about law enforcement while ensuring safety for all.

## 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 six to seven years professional management or related experience in police administration including three to four years of related administrative supervisory experience. 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.

**Our Mission:**  
To minimize crime,  
promote safety, and  
enhance the quality of life  
in partnership with  
our community.

## The Successful Candidate is:

- 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;
- 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, ensuring mutual trust);
- able to demonstrate personal responsibility and leadership initiative that led to crime reduction and strong community relationships in current or past positions;
- experienced across functional areas such as accreditation, patrol, support investigations, SET, K-9, or other specialized units;
- consistently updating personal knowledge regarding public policy, public perception, and law enforcement trends and ensuring that knowledge is shared with stakeholders (e.g. Intelligence-Led Policing, Eight Can’t Wait, 21<sup>st</sup> Century Policing, Community Engagement and Involvement, pilot programs for non-LE response teams, COVID-19, management of protests);
- skilled in budget development and management, policy development and application, progressive policing strategies and maintenance of effective service levels despite resource constraints;
- 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 with well-developed interpersonal skills and abilities; and,
- goal oriented, possessing high standards of self and others, thriving in a culture of high-performance expectations and personal accountability.

There is a residency requirement to live within the corporate city limits of Durham within 18 months of appointment to the position. Hiring range is \$122,040.00 - \$195,276.00 annually. Starting salary will depend on experience and qualifications. The City provides an excellent benefits package. Visit [www.durhamnc.gov/HRbenefits](http://www.durhamnc.gov/HRbenefits) to learn more.

**To apply**, go to <https://agency.governmentjobs.com/developmentalassociates/default.cfm> and click on the **Chief of Police – Durham, NC** 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 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 but resumes and cover letters should be uploaded through the portal.

Applicants should apply by July 15, 2021. Application review begins July 20, 2021. Semi-finalists will participate in virtual assessments August 31-September 1, 2021 with leadership team interviews following shortly afterward. Candidates can anticipate three hours of interaction during the virtual assessments, not including preparatory time. We encourage applicants to hold these dates should they be invited to participate. EOE

Recruitment and Selection is being managed by Developmental Associates, LLC. All *inquiries* should be emailed to [hiring@developmentalassociates.com](mailto:hiring@developmentalassociates.com).

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

