



Invites Your Interest in the Position of

CHIEF OF POLICE



You could be the next **Chief of Police (COP)** of the Town of Chapel Hill, NC Police Department if you...

- recognize that law enforcement agencies and communities are experiencing stressors that require proactive and innovative leadership;
- have excellent interpersonal skills and the demonstrated ability to unite communities around common goals;
- understand that department morale drives recruitment, retention, and excellence in service delivery and actively works to establish a positive working culture;
- apply an equity lens that infuses principles of diversity, inclusion, and belonging from program conception through decision-making and implementation;
- are diplomatic and effective in advocating for the needs of the department and its staff.

The next Chapel Hill **COP** will join a progressive police department that is committed to growing and strengthening community relationships and partnerships. The **COP** must have experience collaborating with community partners and navigating strategic efforts to drive positive change for social issues such as homelessness. The successful **COP** will immerse him/herself in the community becoming a trusted and respectful leader, holding him/herself and the department to high standards of excellence.

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About the Community:

The Town of Chapel Hill, founded in 1819 and chartered in 1851, was named for the Church of England New Hope Chapel, which once stood atop the hill's crossroads. This thriving, multicultural university town has a population of over 60,000 and frequently appears in national "best place to live" listings and was also recognized as [one of the best towns in the U.S.](#) by the Guardian. As home to the nation's first public institution of higher learning and a lively and successful Tar Heel sports program, Chapel Hill is a picturesque community of 21 square miles filled with trees, historic and mid-century architecture, and a thriving downtown.

A small-town culture with metropolitan amenities, the Town is a recognized pioneer in education, research, and innovation — a place where ideas are born. Home to brilliant minds, award-winning restaurants, innovative businesses, highly rated public schools, museums, galleries, festivals and athletic events, and a vibrant music and performing arts scene, the Town offers community members and visitors an abundance of opportunities in this creative town. The Town's fare free transit system provides community members with accessible transportation.



The Old Well at the University of North Carolina at Chapel Hill, the nation's first public institution of higher learning with a lively and successful Tar Heel sports program.



Chapel Hill has a fare-free transit system, which provides community members with accessible transportation.

Chapel Hill is a picturesque community with a thriving downtown.



Chapel Hill community members enjoy ...



greenways, trails and more than 700 acres of parks and open space ...



pedestrian-friendly neighborhoods ...



and close proximity to Research Triangle Park and Raleigh-Durham International Airport.



Town community members, who are passionate about supporting the Tar Heels and showcasing their Carolina Blue, are equally passionate about sustainability and community character. Our community enjoys pedestrian-friendly neighborhoods, greenways, and trails, and more than 700 acres of parks and open space. Lovely in springtime with woodland wildflowers, greenways and trails, dazzling gardens with azaleas blooming in multicolor, Chapel Hill clearly has a thing for nature. Its love affair with trees dates back to 1889, when cutting down a tree in town was punishable as a misdemeanor and carried a \$20 fine.

Located in the beautiful piedmont region of central North Carolina, Chapel Hill sits within a few hours of the coast and the beautiful Blue Ridge Mountains and is less than a 30-minute drive from Research Triangle Park and the RDU International Airport. Our major employers are the University of North Carolina at Chapel Hill, UNC Health Care, Chapel Hill/Carrboro City Schools and Blue Cross/Blue Shield of NC. These thriving institutions help account for a stable employment base that is consistently rated above state and national benchmarks. Our emerging entrepreneurial community is led by LaUNCH, an internationally recognized business accelerator program and collaborative venture of the Town, Orange County, and the University. Demographically, the racial composition of the town in the 2020 census was 71% white, 14% Asian, and 10% black. About 7% of the population was Hispanic or Latino of any race.



Chapel Hill's emerging entrepreneurial community is led by LaUNCH, an internationally recognized business accelerator program and collaborative venture of the Town, Orange County and the UNC-CH.

About the Organization:

Operating under a Council-Manager form of government, the Town Manager reports to the Mayor and eight at-large Council members. The Town's values – RESPECT (Responsibility, Equity, Safety, Professionalism, Ethics, Communication, and Teamwork) serve as a compass in accomplishing their mission and objectives. Furthermore, our values are reflected in our behavior and daily decisions. As a result, residents have consistently rated Chapel Hill as “high-performing” in [biennial community surveys](#). Chapel Hill's [strategic focus](#) including Environmental Stewardship, Economic and Financial Stewardship, Affordable Housing, Connected Community, Vibrant and Inclusive Community, Safe Community, and Collaborative & Innovative Organization is guided by the community vision established in the [Chapel Hill 2020 Comprehensive Plan](#) and is incorporated into the organization's [departmental business plans](#). The Town has an approved \$129 million budget for FY 22 – 23 with 715 benefitted full-time positions and 200 non-benefitted positions. More information about the Town can be found [here](#).

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About the Department and Position:

With a \$12M budget and 119 employees, the Town of Chapel Hill Police Department (CHPD) provides Patrol functions, Investigations, Traffic enforcement/education, Community Services, a Crisis Unit, Police Records, Taxi and Towing Permits, Legal unit, Training, and School Resource Officers.

The Crisis Unit is a 24-hour co-response team that provides onsite emergency response with officers to individuals in crisis situations. The Crisis Unit was established in 1973 as one of the earliest examples of law enforcement and human services professionals working together. The Unit is composed of Mental Health Counselors, Social Workers, and Forensic Psychologists.

The Town of Chapel Hill believes that transparency builds trust and is committed to accessible, accountable, and transparent government practices. As a result of the death of George Floyd, the CHPD swiftly built stricter

standards of efficiency and conduct, while also increasing their legitimacy to the public and encouraging innovation. The department is often in the forefront of progressive policies and innovative services. Their holistic approach to policing results in strategic partnerships through the “Community Safety Partnership,” to support fair and equitable services to all.



The “Community Safety Partnership,” features employees from across Orange County who are trained to report motor vehicle accidents, crimes in progress and other incidents throughout the county.

The “*Community Safety Partnership*,” features employees from across Orange County who are trained to report motor vehicle accidents, reckless/impaired drivers, crimes in progress, audible alarms, overcrowding of bars or restaurants, blocked or obstructed fire hydrants, damage to firefighting equipment, parking in fire lanes, illegal burning, environmental issues, other hazardous conditions, and water main breaks. The partnership involves local law enforcement, public works and sanitation workers, and employees from other divisions such as water services, landscaping, and others. The CHPD, Chapel Hill Fire Department, Carrboro Police Department, Carrboro Fire Department, Orange Water and Sewer Authority, and Orange County Emergency Management Services provide training for participants from partnering entities with the CHPD serving as the lead training entity for the Community Services Partnership. The CHPD also works closely with The University of North Carolina – Chapel Hill, a key community partner to create an environment where students, residents, and visitors feel safe in the community.

Additionally, the CHPD prides itself on being a department inclusive of all and therefore, has various liaisons that partner with divisions within the police department to fairly and equitably address issues affecting several minority groups including Latinos and the LGBTQ community. The Hispanic/Latino Community Liaison Officer seeks to connect with the Latino population, the fastest growing minority in NC, which is steadily growing in the town and surrounding areas. The department also has a LGBTQ+ Police Liaison who serves as a liaison between the Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) community and the CHPD. The Liaison provides community members with a point of contact for addressing and elevating the concerns of the LGBTQ+ community related to public safety and policing.

The CHPD prides itself in being the “Guardians of the Hill.” Furthermore, the CHPD’s community partnership efforts resulted in the creation of the Criminal Justice Resource Department (CJRD), which was strategically developed to safely reduce unnecessary pretrial incarceration, increase jail alternatives and diversion opportunities, reduce the number of individuals with behavioral health issues facing justice involvement and incarceration, reduce recidivism, reduce racial and economic disparities, and increase public safety by providing treatment and support for individuals involved in Orange County’s criminal legal system.

The **Chief of Police** will be a strong collaborator — one who is accessible, present, and involved in the community. This law enforcement executive will be recognized by their peers as being a highly effective listener who will demonstrate empathy in their interactions with community members and stakeholders. From talking to a homeless individual to deescalating a crisis and coaching employees, the **Chief of Police** functions well in a fast-paced, ever-changing environment and makes strategic and swift decisions to ensure the safety of all. The next **Chief of Police** must be eager and enthusiastic to continue to enhance the CHPD’s community partnership initiatives to best support community members and their needs.



The Chapel Hill Police Department prides itself on being an inclusive department and employs a Hispanic/Latino Community Liaison Officer whose job is to connect with the Latino population, the fastest growing minority in the state.

Key Position Priorities:

- Strategically assess morale impacts such as staffing, compensation, facilities, and equipment to develop and advocate for solutions with the goal of ensuring employees feel supported and valued.
- Work with the Town Manager and Council to continue an effective guardian over warrior vision of law enforcement with adequate funding for department needs and programs that address challenges with an evidence-based approach for calls that do not demand a law enforcement response.
- Value what is unique about Chapel Hill, the “Town and Gown relationship,” and its progressive approach to responding to differences of perspective and ideas about law enforcement while ensuring safety for all.
- Embrace and ensure the department’s holistic approach to policing — a community-oriented and problem-oriented policing philosophy that permeates all levels of the organization and continues to build community trust.
- Build on existing partnerships and reinvigorate relationships with stakeholders such as the University, non-profits, faith communities, local and regional law enforcement and intergovernmental organizations.

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 5 years at the command level and at least 5 years of budget development/management 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 VA provided he/she has less than a 24-month break in service at time of appointment. Out of state or Federal 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 24 months at the time of appointment. Case by case exemptions are granted upon application for same.



A key priority for the new COP is to strategically assess morale impacts such as staffing, compensation, facilities, and equipment to develop and advocate for solutions with the goal of ensuring employees feel supported and valued.



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;
- a leader who “walks the talk” on community-oriented policing strategies and initiatives both with staff and the community;
- experienced working in a 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);
- skilled in leveraging internal talent while closing gaps through engaging employees in training, development, and succession planning to improve retention and prepare for upcoming retirements;
- 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, crisis units, 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, 21st 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, equity and inclusion;
- 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.

The Chapel Hill Police Department Canine (K-9) Team has been in existence since 1990. All of the dogs are trained to detect the smell of narcotics and assist with searches for lost people and fleeing suspects.



Salary and Benefits:

The hiring range for the position is \$126,267- \$170,000. The Town's excellent benefits package can be viewed [here](#).

To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Chief of Police – Town of Chapel Hill, NC** title.

To learn more about the selection process, visit <https://developmentalassociates.com/client-openings/>, select "Client Openings" and scroll down to "Important Information for Applicants." All applications must be submitted online via the Developmental Associates application portal – NOT the Town Employment Application portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters must be uploaded with the application. Applicants are encouraged to apply by October 1, 2022. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on November 3-4, 2022. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate. All *inquiries* should be emailed to hiring@developmentalassociates.com. The Town of Chapel Hill is an Equal Opportunity Employer.

Committed to growing and strengthening community relationships and partnerships, the CHPD engages in many community-sponsored events throughout the year.



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