

CITY OF
GREENSBORO
NORTH CAROLINA

*Invites your interest
in the position of*

CHIEF OF POLICE

GREENSBORO
POLICE
DEPARTMENT





photo courtesy of DGI

DOWNTOWN

Greensboro's downtown has seen a renaissance in the past few decades with the addition of numerous breweries, the new Tanger Center for the Performing Arts, and the Greensboro Grasshoppers ballpark. Downtown is also filled with its award-winning parks, Center City Park and LeBauer Park, as well as the renowned Downtown Greenway, a four-mile walking and biking trail. The final mile of the greenway is currently under construction.

#FROMGSO

Many famous characters, both past and present, can claim Greensboro as their home.

Rick Dees

Radio Personality

Rhiannon Giddens

Grammy Award Winning Musician

Ken Jeong

Actor and Comedian

Dolley Madison

First Lady

Edward R. Murrow

Journalist

Fred "Curly" Neal

Harlem Globetrotters

O. Henry

Author

Morgan Radford

Current NBC News Correspondent

COMMUNITY

Centrally located in North Carolina, Greensboro is a growing and bustling city of nearly 300,000, filled with a diverse population and seven colleges and universities. Greensboro offers its residents and visitors an abundance of entertainment options, including numerous craft breweries, live music, locally owned restaurants and retailers. While Greensboro has all the amenities of a major city, it also boasts a low cost of living, is easy to navigate and offers more than 90 miles of trails and greenways, proving to be a relaxed urban environment to call home.

HISTORY

Greensboro is named for Revolutionary War General Nathanael Greene who led the Americans against General Cornwallis' Redcoats at the Battle of Guilford Courthouse in present day Greensboro. Visitors can learn all about the history at the Guilford Courthouse National Military. Downtown Greensboro is also home to the International Civil Rights Center and Museum, located in the Woolworth's building where in 1960 four North Carolina A&T students started the sit-in movement. Learn more about the Gate City's history at the Greensboro History Museum.



MEDICINE

The Cone family is one of the most influential in Greensboro's history, kicking off the city's textile revolution in the late 1800s. One of the family's most lasting contributions is the Cone Health system, which now serves Greensboro and several surrounding counties. Cone Health has more than 13,000 employees and nearly 2,000 physician partners and is now one of the region's largest healthcare networks with more than 100 locations.

EDUCATION

In any given year, Greensboro is home to roughly 70,000 undergraduate and post-graduate students from seven colleges and universities. These institutions employ 6,000 faculty and staff, making Greensboro truly a "University City."

- » Bennett College
- » Elon Law School
- » Greensboro College
- » Guilford College
- » Guilford Technical Community College
- » North Carolina A&T State University
- » University of North Carolina at Greensboro

QUICK FACTS

- 34.4** Median Age (2020)
- \$49,748** Median Household Income (in 2020 dollars)
- \$163,000** Median Home Value
- 299,035** Population (2021)

All demographic information was sourced from the US Census Bureau.



SPORTS TOWN

Greensboro has become a sports destination, known for its number of athletic venues of courts, fields, stadiums and pools. Greensboro regularly hosts the ACC men's and women's basketball tournaments, the PGA's Wyndham Championship, the US Figure Skating Championships, US Masters Swimming National Championships and more. In addition to our annual events, Greensboro is also the permanent home to the Pittsburgh Pirates' minor league affiliate Greensboro Grasshoppers and the Charlotte Hornets' G-League franchise Greensboro Swarm.

CITY OF GREENSBORO GOVERNMENT

The City of Greensboro works with the community to improve the quality of life for residents through inclusion, diversity, and trust. The City has a professional staff of more than 3,000 employees who maintain the values of honesty, integrity, stewardship, and respect.

Greensboro is governed under the council-manager form of government, with the council serving as the legislative body of City government. City council is comprised of a mayor and eight council members who serve four-year terms. The council is responsible for setting and directing policy regarding operations of City government as well as approving the City's budget. The city manager serves as the chief executive officer of the City and is responsible for the execution of council policy and for the management of day-to-day operations of City government.

DEPARTMENTS

- Budget & Evaluation
- Coliseum
- Communications & Marketing
- Engineering & Inspections
- Field Operations
- Financial & Administrative Services
- Fire Department
- Guilford Metro 9-1-1
- GuilfordWorks
- Housing & Neighborhood Development
- Human Resources
- Human Rights
- Information Technology
- Legal
- Legislative
- Libraries
- Parks & Recreation
- Planning
- Police
- Transportation
- Water Resources



CHIEF OF POLICE

You could be the next Chief of Police (Chief) for the City of Greensboro 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 City of Greensboro Chief will join a Commission on Accreditation for Law Enforcement Agencies (CALEA) accredited police department that is committed to growing and strengthening community relationships and partnerships. The chief will have significant experience bridging the gap between community members and law enforcement, with demonstrated success in delicately and strategically balancing community outreach and education to establish trusting relationships with the department, while also enforcing and upholding laws for all community members. The successful chief will be a strong advocate for the department and will hold themselves and the department to high standards of excellence. With an increase in crime, the chief will prioritize implementing a new approach to policing to strategically detect, reduce, and prevent crime, while elevating trust of the department within the community. The chief must be highly competent in policing methods, a genuine leader who remains calm in crisis and demonstrates impeccable decision-making and problem-solving skills.

ABOUT THE DEPARTMENT AND POSITION

Reporting to one of the City's four Assistant City Managers, the chief will oversee a budget of \$91M and 691 sworn and 115 non-sworn employees within the following areas: Office of the Chief of Police (which includes the Public Information Officer), Investigative Bureau, Management Bureau, Patrol Bureau (with four Patrol Districts), and the Support Bureau.

The next chief will lead the department's vision to be a national model for exceptional policing through a commitment to excellence, selfless public service, and effective community partnerships while also upholding and demonstrating the department's values:

- **Honesty** – Always being truthful, ethical, and principled
- **Integrity** – Embodying and adhering to the principles of honor, trustworthiness, and moral courage
- **Stewardship** – Protecting resources, and placing the needs of the community and our mission above our individual needs
- **Respect** – Always acting with compassion and valuing the diversity of our community by building partnerships and relationships
- **Trust** – Being transparent in our policies and procedures, ensuring they are designed to be fair to the community and our employees and providing all with effective redress for their concerns
- **Accountability** – Providing leadership throughout the Department in a professional and responsible manner and holding all of our employees accountable for their conduct, effective job performance; including quality of work and knowledge, and dedication to our mission



With a Neighborhood Oriented Policing (NOP) philosophy, the City has smaller zones in its patrol divisions with a dedicated team of patrol officers, supervisors, managers and commanders in each geographic area. The department also has active hazardous devices, negotiations and SWAT teams, tactical narcotics teams, a canine unit, an in-house Police Basic Introductory Course and a nationally recognized Crime Stoppers Program. During 2021, the Greensboro Police Department responded to more than 212,475 calls for service, including 29,135 vehicle stops and served 5,624 legal papers.

The Greensboro Police Department offers various programs for community engagement including the nationally recognized National Night Out program, Citizen's Police Academy, Operation Pass, Crimestoppers, Explorer Program, Walk and Talk, and Officer Ted. E. Bear. The department is focused on building and fostering positive police-community relations through communications, programs, partnerships, and volunteer opportunities.

With an increase in violent crime (the murder rate is up 15 percent over the last year), the next chief will prioritize addressing this critical issue and will bring a new and effective approach to tackle crime 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 functions well in a fast-paced, ever-changing environment and makes strategic and swift decisions to ensure the safety of all. The ideal chief is a lifelong learner who embraces best practices as they evolve, has demonstrated experience as a forward-thinker and strategic problem solver, and communicates to all stakeholders with transparency and excellence.



KEY POSITION PRIORITIES

- Elevate community safety by responding and implementing innovative approaches to the challenges of crime, poverty and homelessness that will require changes in departmental policing methods, community immersion and education and collaboration with community stakeholders.
- Address core issues and advocate 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.
- Support the mental health of staff by ensuring availability and accessibility of resources and fostering a transparent culture of mental health awareness and education to reduce stigmas.
- Model a culture of accountability for application of effective law enforcement practices which foster a sense of security and respect for community members and officers alike.
- Recruit and retain diversity among sworn and civilian staff while leveraging internal talent and closing gaps through engaging employees in training, development, and succession planning.



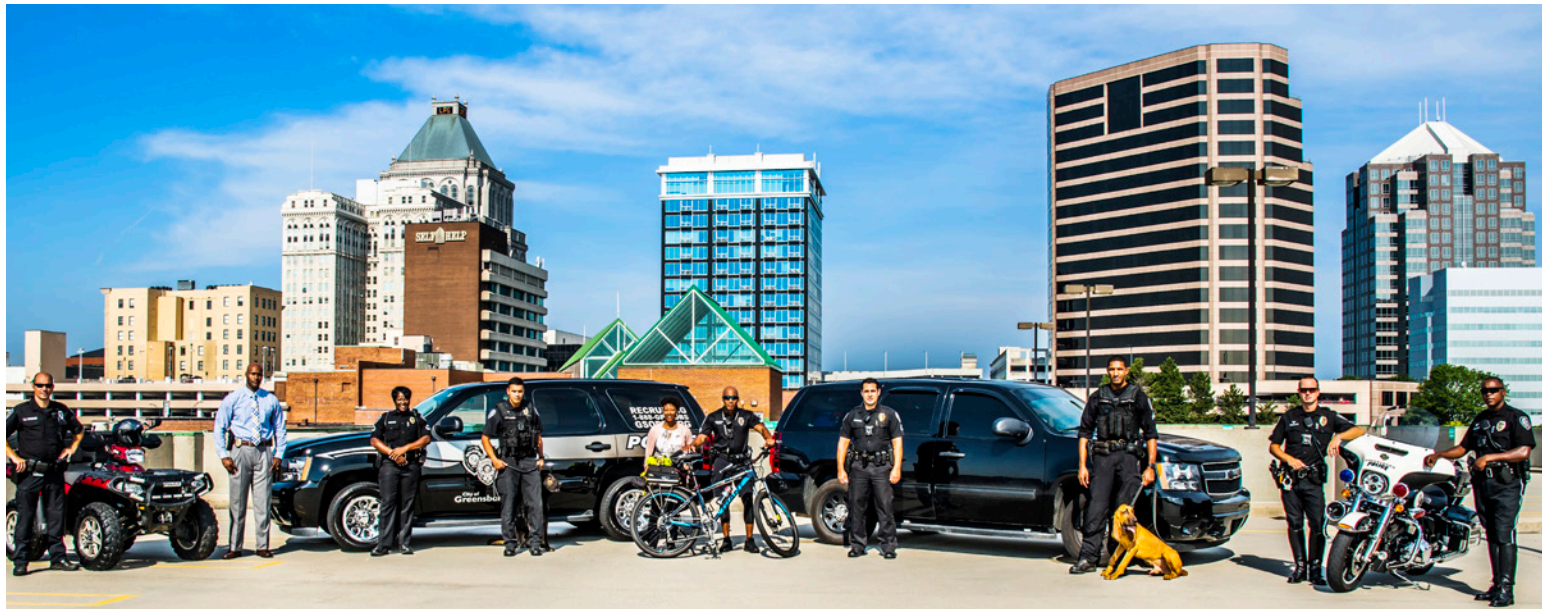
QUALIFICATIONS

The City of Greensboro seeks a law enforcement leader with a minimum of 10 years of progressive law enforcement experience and 5-7 years of cross-functional and progressively responsible experience including administrative and command work at rank of Captain or higher; a bachelor's degree (master's degree highly preferred) along with executive law enforcement training (e.g. FBI National Academy, SMIB, FBI LEEDA, Administrative Officers Management Program, etc.) is required. Candidates must have current certification as a municipal or local government law enforcement officer by their respective state or with no more than a three-year break in full-time sworn service at time of appointment. Please note: North Carolina law does not recognize, nor have a reciprocal relationship with Federal law enforcement certification. A valid NC driver's license is required 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 they have 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 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 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.





THE SUCCESSFUL CANDIDATE

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;
- able to demonstrate personal responsibility and leadership initiative that led to crime reduction and strong community relationships in current or past positions;
- 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 retirements;
- 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

SALARY AND BENEFITS

The hiring range is \$180,000 to \$225,750 depending on qualifications and experience. The City offers a highly competitive benefits package. There is a residency requirement to live within 20 miles of the city limits of Greensboro or move within these boundaries within 12 months of appointment to the position.



TO APPLY

To apply, visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Chief of Police – City of Greensboro, 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 City 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 17, 2022. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on November 15-16, 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 City of Greensboro is an Equal Opportunity Employer.

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



To learn more about Greensboro, visit:

[City of Greensboro website](#)

[Greensboro Visitors & Convention Bureau website](#)

[Greensboro Chamber of Commerce website](#)

[Downtown Greensboro, Inc. website](#)

[Greensboro Downtown Parks website](#)

GREENSBORO



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