



Fayetteville

North Carolina



Invites your interest in the position of

Chief of Police



You could be the next **Chief of Police** of the City of Fayetteville, 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 and their members of diverse ages and backgrounds 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 Fayetteville **Chief** will join a Police Department with international accreditation that is committed to uniting the community and reducing crime through strategies centered on the principles of community and intelligence-led policing, community partnerships, operational efficiency and crime prevention. The **Chief** will bring unique and innovative approaches to rebuilding and restoring the department's trust and reputation within the community – carefully navigating the perspectives of various population groups and educating the community on the mission, values and strategy of the department. A collaborative, solutions-oriented leader who willingly engages the other regional law enforcement agencies is essential.

The **Chief's** experience must have depth and breadth - from experience equipping staff to address and respond to mental health issues to implementing effective response protocols regarding protests, looting and violence – the **Chief** will have demonstrable success in proactive methods to support crime prevention. Leading a young department with roughly 35% having served less than 3 years, the **Chief** will be a strong advocate for the department and will hold him/herself and the department to high standards of excellence. The ideal candidate will have success in community immersion with diverse communities like Fayetteville. The next **Chief** must be adept in embracing, navigating and leading the City's diverse population including its increasing student and military population. From quarterly meetings with the faith community to de-escalation, the **Chief** must be highly competent in modern policing methods, a genuine leader who remains calm in crisis and demonstrates impeccable decision-making and problem-solving skills.

About the Community:

Few places in America have played such a formative role in our country's most defining moments as Fayetteville, from its original settlement in 1739 by Scottish immigrants from the highlands of Scotland arriving via the Cape Fear River, through the deployment of troops to Afghanistan and Iraq today. It is here the very seeds of American freedom, democracy and patriotism were planted and continue to grow.

The City of Fayetteville with a population of more than 208,000 community members is the 6th largest city and 5th largest metropolitan area in North Carolina. Recognized for innovation, leadership and excellence, and a two-time All-America City award winner, the City of Fayetteville is *America's Can Do City*. Fayetteville offers the amenities of a sizable city, including historic sites, seven museums, three colleges and universities, multiple entertainment venues, a historic downtown and award-winning recreation amenities.

Fayetteville is the county seat for Cumberland County (pop. 326,328) and is one of nine municipalities within the county. Fayetteville is the proud home of Fort Bragg, one of the largest military installations in the world and headquarters for U.S. Army Forces Command, XVIII Airborne Corps, 82nd Airborne Division, U.S. Army Reserve Command and U.S. Army Special Operations Command. With an active-duty population of over 51,000 troops, the strong military presence offers significant economic development potential and growth.

Demographically, the community members of Fayetteville are 43% white, 43% African American, 13% Hispanic/Latino, 7% two or more races and less than 1% Native Hawaiian, Native American, Asian or other races. As of 2020, the median household income in Fayetteville was \$46,321.

Located in North Carolina's Sandhills region, residents enjoy a pleasant climate with distinct seasons. Fayetteville and the surrounding counties include scenic rivers, lakes and other recreation areas, as well as world-renowned golf courses that host major tournaments. Fayetteville is two hours from the North Carolina coast and four hours from the Great Smoky Mountains and the Blue Ridge Parkway.

There are three colleges and universities in Fayetteville. [Fayetteville State University](#) is a historically black university (HBCU) and a part of the University of North Carolina System, offering more than 60 programs of study at the baccalaureate, masters and doctoral levels. [Methodist University](#) is a private university that was established by the North Carolina Conference of the United Methodist Church. Methodist University offers bachelor's degrees in more than 80 fields of study and six graduate degrees. [Fayetteville Technical Community College \(FTCC\)](#) is a member of the North Carolina Community College System, offering more than 250 programs of study leading to the award of associate degree, certificate or diploma.

One of Fayetteville's greatest assets is its thriving downtown area and the vibrant arts and cultural community. From theatres to museums for adults and children, there is something available downtown for everyone. The Airborne and Special Operations Museum honors the City's unique connection to our service members. A variety of festivals and special events are held throughout the year in downtown and across the City. A revitalized downtown area, complete with retail shops and dining establishments is bringing forth additional growth spurred by the \$40 million baseball stadium serving as home to the Fayetteville Woodpeckers, an Astros affiliate, and Class-A Advance baseball team. Surrounding the stadium is the revitalized historic Prince Charles, offering 59 one- and two-bedroom luxury apartments. Investment and expansion opportunities will continue to rise as Fayetteville experiences growth. Learn more about the opportunities in Fayetteville [here](#) and get a taste of what a weekend is like in Fayetteville by watching this [short video](#).





About the Organization:

The City of Fayetteville operates under a council-manager form of government. The City has more than 1,600 full-time and 300 part-time seasonal employees working across 19 departments with an annual operating budget of more than \$249M across all funds.

The City's core values of RESPECT (Responsibility, Ethics, Stewardship, Professionalism, Entrepreneurial Spirit, Commitment, and Teamwork) are the basis for actions and decisions. They are the compass for accomplishing the City mission, vision, and objectives. The City has dedicated resources to transparency and accountability for meeting City goals and objectives through the Office of Strategic Performance Analytics and a strategic planning process that engages the community proactively. The most current annual 2022 Strategic Plan can be found [here](#).

The City prides itself on community engagement and offers multiple ways for the community to become involved and stay informed from [26 Advisory Boards and Commissions](#), to state-of-the-art communication tools such as the cable and streaming FayTV government access channel, social media, podcasts and community surveys. The City earns numerous awards and recognitions at both the department level and nationally for its efforts. Explore more about the City of Fayetteville [here](#).

About the Department and Position:

The Fayetteville Police Department (FPD) is an internationally accredited law enforcement agency with the Commission on Accreditation for Law Enforcement Agencies, Inc. The department was first accredited in 1989 and is now a full-service law enforcement agency with more than 600 sworn and civilian employees. The FPD is committed to improving the quality of life by creating a safe and secure environment for the community members we serve. The department is committed to always acting with integrity to reduce crime, create partnerships and build trust while treating everyone with respect, compassion, and fairness.

Reporting to the City Manager, the **Chief** will oversee a budget of \$59M+ and 432 sworn and 168 non-sworn employees. The FPD is organized into two primary components: the Field Operations Bureau and the Specialized Services Bureau and divided into three (3) districts: Campbellton, Central and Cross Creek. The next **Chief** will lead the department's vision to serve as a premier law enforcement agency that is invested in the growth and safety of the community through innovation and a balanced approach to Law Enforcement. The **Chief** will commit to pursuing and engaging the best trained, equipped, and committed professionals who demonstrate the highest standards of performance and best policing practices in partnership with the community. Furthermore, the **Chief** will uphold and demonstrate the department's values: **FAITH. PRIDE. DEDICATION.** The Fayetteville Police Department will always have **FAITH** in service, **PRIDE** in commitment and **DEDICATION** to excellence.

The department's [strategic plan](#) reflects the department's mission, values, principles, goals and strategies to reduce crime and improve the quality of life in Fayetteville. A recently developed report highlights the timely need to reduce crime in Fayetteville. The [Landscape Analysis report](#), which discusses crime statistics in Fayetteville, found that most violence in the City is fueled by interpersonal disputes and is generally between individuals with high levels of untreated trauma who are disconnected emotionally, socially and economically. The next **Chief** will prioritize addressing this critical issue of reducing crime and will bring a new and effective approach to tackling crime in the community. 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/education to establish trusting relationships with the department while also enforcing and upholding laws for all community members.

The department desires a humble, genuine **Chief** - an honest and accountable leader that they can rely on. A faithful and loyal leader who will fulfill promises and commitments and ensure the continued implementation of valued and successful departmental programs and initiatives will garner the interest and trust of the community.

Key Position Priorities:

- Elevate community safety by responding and implementing innovative approaches to the challenges of crime, poverty, and homelessness – implementing changes in departmental policing methods, community immersion and education and collaboration with community stakeholders.
- Utilizing resources including the City's [Landscape Analysis report](#) and working collaboratively and cohesively with key stakeholders, develop the FPD's next strategic plan with a significant and urgent focus on crime reduction.
- Leverage resources to support the department and its staff while addressing core issues and advocating for solutions related to staffing levels, compensation, training, and work factors that have impacted 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, equipping staff to respond to the mental health needs within the community, and fostering a transparent culture of mental health awareness and education both within the department and the community 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 Fayetteville 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 BA/BS 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 his/her respective state or with no more than a three-year break in full-time sworn service at time of appointment. Please note that 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 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.

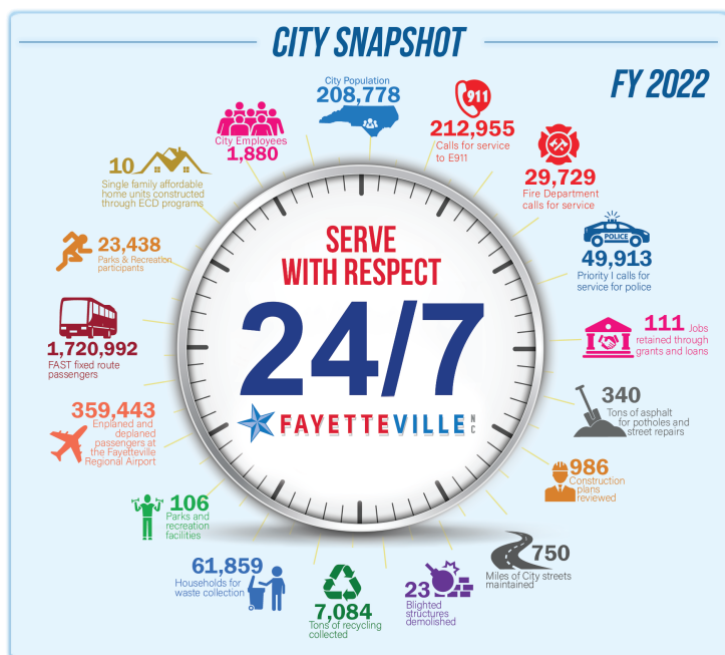




Individuals with Federal law enforcement officer certification who have not had a break in service exceeding three years at the time of appointment may receive partial credit toward NC basic law enforcement training. NC does recognize and give partial credit for military police (MP) training if the candidate 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.

The Successful Candidate is:

- a transparent manager who eliminates silos, delegates effectively without micromanaging and fosters a collaborative work culture;
- 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 who effectively and proactively communicates internally and externally; 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 anticipated hiring range is \$120,166 - \$153,813 with a full hiring range of \$120,166 - \$166,000. Salary will be determined based on experience and credentials. The City of Fayetteville offers a comprehensive [benefits package](#), including the outstanding NC Local Government Retirement system with vesting after 5 years. There is a residency requirement to live within the City limits of Fayetteville or move within these boundaries within 12 months of appointment to the position.

To apply, please visit

<https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Chief of Police – City of Fayetteville, 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 November 3, 2022. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on December 1-2, 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 Fayetteville is an Equal Opportunity Employer.

Note: There will be a virtual discussion on **Tuesday, October 25, 2022 at 12noon** led by Manager Doug Hewett and Chief Hawkins about this opportunity that candidates can view at the following [link](#). If you are interested in anonymity, please make sure you manage your title on the Zoom platform prior to entering the session. You will be able to submit questions to Mr. Hewett and Chief Hawkins during the session if you so desire.

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

