



The City of Danville, Virginia



Invites Applicants for
Chief of Police



The City of Danville is seeking a **Chief of Police (Chief)** to lead a dynamic and diverse Virginia and CALEA accredited Police Department. The **Chief** will be a transformative and visionary leader focusing on community engagement and maintaining trust and partnerships. The **Chief** is the public face of the Danville Police Department and must be able to foster effective relationships with the community, elected officials, city administration, 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 management, 21st Century Policing, and innovative strategic leadership. Danville is a community that values diversity and demands an exceptional leader to be its next **Chief of Police**.

About the Organization and Department:

Danville is an independent city in the Commonwealth and operates under a Council/Manager form of government. The city has a total budget of \$325M and approximately 1100 employees working across 13 departments. The **Chief** reports to the City Manager. The individual selected to be the next **Chief** of Police will lead a department of approximately 130 sworn and 20 civilian employees with an annual budget of \$22.3M. Employees work among four divisions: Operations, Services, Professional Standards, and the Police Chaplain. Unique to many departments, the Danville **Chief** will oversee Adult and Juvenile detention facilities and animal control. Adult Detention has 36 sworn and two civilian employees, and Juvenile Detention has 51 full-time positions.

The motto of the Danville Police Department is "Deeds Not Words." To live up to that motto requires the vision of being a progressive law enforcement agency committed to reducing crime by providing quality service, fostering public confidence, and maintaining the highest standards of excellence as a community partner for effective change. A demonstrated commitment to Community Oriented Policing (COP) with documented successes will be an essential criterion of selection for the next **Chief**. Competitive candidates will have a history of "walking the talk" in addressing the complexity of reasons for crime, including the need to embrace and include the COP philosophy throughout the department and in every position, as well as setting high standards of accountability for balancing law enforcement strategies with collaborative engagement, and proactively establishing and negotiating innovative partnerships to solve community problems.

Over the past few years, the Danville Police Department has put a great deal of focus on community engagement and building trust. These efforts, along with success in economic development and improved economic opportunity, have resulted in a significant drop in violent crime in recent years. The next **Chief** must have the experience to continue and build upon this success, effectively and successfully using multiple methods that go beyond law enforcement strategies alone. This is a crucial challenge the **Chief** will face, and s/he must play a vital and visible role in working across the community to problem solve, collaborate, and create successful coalitions.

The **Chief** is expected to play a proactive role in the criminal justice system to create a path for the Danville Police Department to be a leader in building trust and relationships that create effective responses to reduce crime statistics and ensure a secure and safe quality of life for all in this lovely community.

For a detailed description of the police department, visit <http://www.danville-va.gov/588/Police>.

Key Position Priorities:

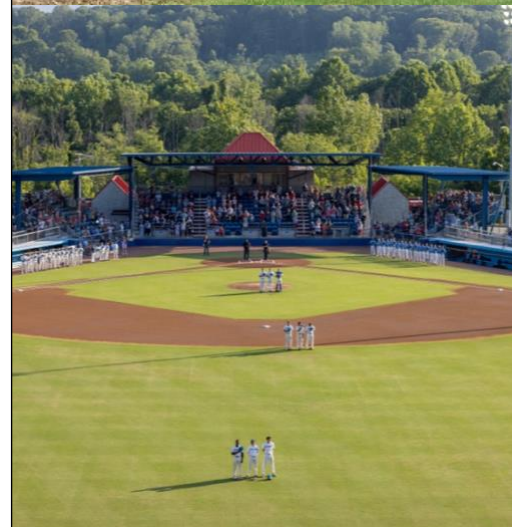
- Ensure the department continues to be a fully engaged City and community partner – advocating for cohesion among officers internally and externally in the community while nurturing unity and trust within the community.
- Uphold and maintain the Danville model of data-driven community policing efforts while building upon the department's success in reducing criminal activity and reshaping the community's perception of crime.
- 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.
- Evaluate the department's needs, current staffing, policing data, and service delivery practices to assess what alignment and changes, if any, are needed to initiate and implement best practices to meet strategic goals and address key challenges collaboratively, such as gun and gang violence.

Qualifications:

The position requires a bachelor's degree in criminal justice, public administration, or a closely related field; a master's degree and advanced training are desirable (such as the FBI National Academy or Southern Police Institute). Must have ten (10) years of increasingly responsible law enforcement experience to include patrol, criminal investigations, supervision, and top departmental management, including at least five (5) years of increasingly responsible management experience at the rank of Captain or higher; or an equivalent combination of education, training, and experience. Must possess and maintain (or be qualified and willing to obtain timely) the required police chief certifications through the Virginia Department of Criminal Justice Services. Must also have and maintain a valid Virginia driver's license.

Salary and Benefits:

The hiring range is \$128,198.57 - \$200,000 annually. Starting salary will depend on experience and qualifications. The city provides an excellent benefits package. Visit <http://www.danvilleva.gov/286/Benefits> to learn more. There is a residency requirement to live within the corporate city limits of Danville within 18 months of appointment to the position.



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;
- an outstanding communicator who speaks clearly, assertively, and transparently with internal and external stakeholders;
- a leader experienced in 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, reestablishing trust);
- effectively and creatively advocates for staff resources, such as training, equipment, and compensation, to positively impact recruitment and retention while managing within a resource-constrained environment;
- able to demonstrate personal responsibility and leadership initiative that led to crime reduction and strong community relationships in current or past positions;
- proactive in developing and supporting staff to achieve excellence through increased training, responsibility, productivity, morale, and retention;
- experienced across functional areas such as accreditation, patrol, support investigations, K-9, or other specialized units;
- knowledgeable regarding the use of intelligence-led policing and technology to predict and prevent crime, geographic service areas, and problem-oriented and community-oriented policing;
- consistently updating personal knowledge regarding public policy, public perception, and law enforcement trends (e.g., body cameras);
- skilled in budget development and management, policy development and application, progressive policing strategies, and maintenance of effective service levels despite resource constraints;
- engaged, accessible, and visible within and across departments and in the community;
- 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 and possesses 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 Community:

Situated on the Virginia-Carolina border with a population of 42,556, Danville enjoys a unique location. It's not only on the state border but also shares its boundaries with Pittsylvania County, Virginia's largest county in terms of land area, with an additional population of 60,833.

Danville's central position on the Virginia-Carolina border makes it an ideal starting point for exploring neighboring cities like Richmond, Virginia, or Charlotte, North Carolina, and captivating destinations like the Blue Ridge Parkway and the Mid-Atlantic beaches. However, once people discover all this region offers, they often find little reason to venture elsewhere.

Whether your interests include hiking and biking, kayaking a river or lake, taking in a show or concert, or just grabbing a leisurely dinner with friends, you will find ample opportunities in Southern Virginia. Consider the fact that your dollar goes further due to our low-cost living, and you will find that you can do more of the things you enjoy. In addition, with four distinct seasons of relatively moderate weather, you will have more time throughout the year to enjoy the things you love.

The Southern Virginia region was established on furniture, textiles, and tobacco manufacturing, which attracted individuals from around the globe to live and conduct business. Since 2018, nearly 4,800 new jobs and over \$1.35 billion of investment have been announced across the Southern Virginia region. (A few employers include Goodyear, Morgan Olson, Buitoni, EPL America, Litehouse Foods, AeroFarms, and Tyson Foods).

This region boasts a robust network of healthcare providers, including hospitals, clinics, and urgent care facilities, all seamlessly connected to and surrounded by trauma centers equipped with heliports.

In addition to top-tier healthcare, Southern Virginia offers exceptional public schools featuring STEM and robotics programs and international baccalaureate schools. Furthermore, the region boasts private schools, military academies, and some of the nation's finest blue-ribbon schools. For those seeking higher education, Averett University and Danville Community College provide a range of continuing education and learning opportunities in the region.

Demographically, the city is 43.4% Caucasian, 49.3% African American, and 4.7% Hispanics of any race. The region has a civilian labor force of 18,024, with a participation rate of 52.9%. Of individuals 25 to 64 in Danville City, Virginia, 19.0% have a bachelor's degree or higher, compared with 35.1% in the nation. The unemployment rate for Danville City, Virginia, was 4.6% as of July 2023. The regional unemployment rate was higher than the national rate of 3.8%. One year earlier, in July 2022, the unemployment rate in Danville City, Virginia was 5.6%. The median household income in Danville City, Virginia, is \$38,904, and the median house value is \$91,800.

View the Regional Tourism Video here:

https://youtu.be/CiOn_YJK9So?si=ii8uoPFf70IX7bU2.

New Development:

Significant and transformative developments are currently unfolding in Danville, specifically in two key districts: the River District and the Schoolfield District.

In the River District, the redevelopment of the former White Mill, now known as Dan River Falls, is a major focal point. This ambitious project is poised to encompass a substantial 110,000 square feet of commercial space, along with plans for 50 apartments. There's also a future phase in the pipeline, which will add another 100 apartments to this development. Notably, the initial phase alone is expected to bring in a minimum investment of \$62.5 million.

Adjacent to the Dan River Falls property, there's another exciting project taking shape: a four-acre Riverfront Park. This park is designed to offer a host of amenities, including an urban splash pad that doubles as an artistic fountain, a small performance area for cultural events, a river overlook for scenic views, an all-inclusive playground area, river access for recreation, and even a whitewater channel to add an element of adventure.

Transitioning to the Schoolfield District, a monumental development is underway—the Caesars Virginia destination resort casino. This extraordinary project boasts a staggering budget of \$650 million. The property's plans encompass 320 well-appointed rooms, complete with a full-service spa for relaxation, an inviting pool area, a state-of-the-art fitness center, high-quality bars, and a diverse array of restaurants. The gaming experience promises to be unparalleled, with over 1,300 cutting-edge slot machines, 85 live table games, and 24 electronic games to entertain patrons. The resort will also house a state-of-the-art live entertainment theater spanning 2,500 square feet and an expansive 48,000 square feet of versatile meeting and convention space.

These developments are not just reshaping our city but ushering in a new era of growth, entertainment, and economic vitality for Danville. Visit www.danvilleva.gov to learn more about the City of Danville.

To apply, please visit

<https://www.governmentjobs.com/careers/developmentalassociates> and click on the title of **Chief of Police – City of Danville, VA**.

Please note the following:

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the city's employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply **by November 6, 2023**.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations **on December 7th – 8th, 2023**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Direct inquiries to hiring@developmentalassociates.com.

The City of Danville is an Equal Opportunity Employer. Developmental Associates, LLC manages the recruitment and selection process for this position. To learn more about our selection process, visit <https://developmentalassociates.com/client-openings/>, select "Client Openings," and scroll down to "Important Information for Applicants."



BENEFITS SUMMARY

Full-time employees of the City of Danville are eligible for the following benefits:

- Accident Insurance
- Annual / Sick / Holiday Leave
- Cancer Benefit
- Critical Illness
- Credit Union
- Deferred Compensation
- Dental Insurance
- Direct Deposit
- Disability Insurance
- Employee Assistance Program
- Employee Health and Wellness Center
- Flexible Spending Account
- Health Insurance
- Retirement System
- Term Life Insurance
- Tuition Reimbursement
- Vision Insurance
- Whole Life Insurance

