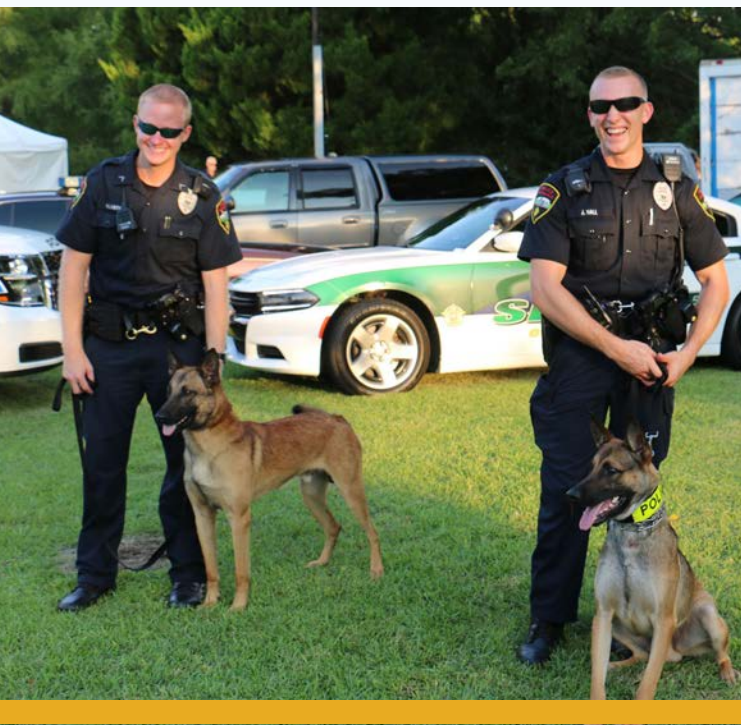




# THE CITY OF JACKSONVILLE NORTH CAROLINA

Invites Your Interest in the Position of  
**CHIEF OF POLICE**



The City of Jacksonville, near the eastern coast of NC, seeks a forward-thinking visionary to serve as its next **Chief of Police (Chief)**. The city's Director of Public Safety invites you to apply for this esteemed position if you are an experienced law enforcement professional who:

- is energized by the idea of joining a high-functioning CALEA-accredited agency that is significantly valued and respected by its community;
- understands the importance of working with the military and federal partners such as the FBI, ATF, and NCIS;
- has significant experience as a highly effective manager – skilled at leading and empowering a diverse team;
- is an empathetic communicator and effective listener who values the input and perspective of others; and,
- is passionate about community immersion and value building and sustaining relationships with community members of all ages.

*The next **Chief** will join a low-crime community whose abundant natural resources, healthy environment, military presence, and vibrant community make it the best place to live, work, play and visit.*

Home to Marine Corps Base Camp Lejeune and Marine Corps Air Station New River, Jacksonville's population according to the US Census is estimated at 73,000 and around 50% are Marine Corps employees and families, along with more than 6,000 veterans. Experience leading public safety services in a military community of similar size is highly desirable

for the next **Chief**. The ideal candidate is an innovative, strategic leader who will creatively prepare the department for the future with best practices in community policing while utilizing creative methods to improve retention in a transient community culture.



*A Chief of Police with previous experience leading public safety services in a military community similar in size to Jacksonville is highly desirable.*



## About the Community:

The [City of Jacksonville](#), the commercial hub of Onslow County, is **adjacent to North Carolina's** Southern Outer Banks (SOBX) area. Jacksonville is the youngest city in the United States, with an average age of 23.2 years old (US Census, 2020), which can be attributed to its significant military presence.

Once known as a quiet farming community, Jacksonville has evolved (mainly due to the establishment of Camp Lejeune in 1941) into the business, retail, medical, banking, and cultural center for Onslow County. Jacksonville has held the distinction as "Tree City USA," for more than 40 years, an honor bestowed by the National Arbor Day Association for its dedication to nurturing green spaces in the community. City leaders are committed to enhancing and preserving the quality of life in the city. Green space protection, environmental protection from water and sewer installations, beautification projects, water quality and flood control projects, and redevelopment and revitalization are just some efforts of Jacksonville leaders to preserve and protect what makes their community valuable and desirable.

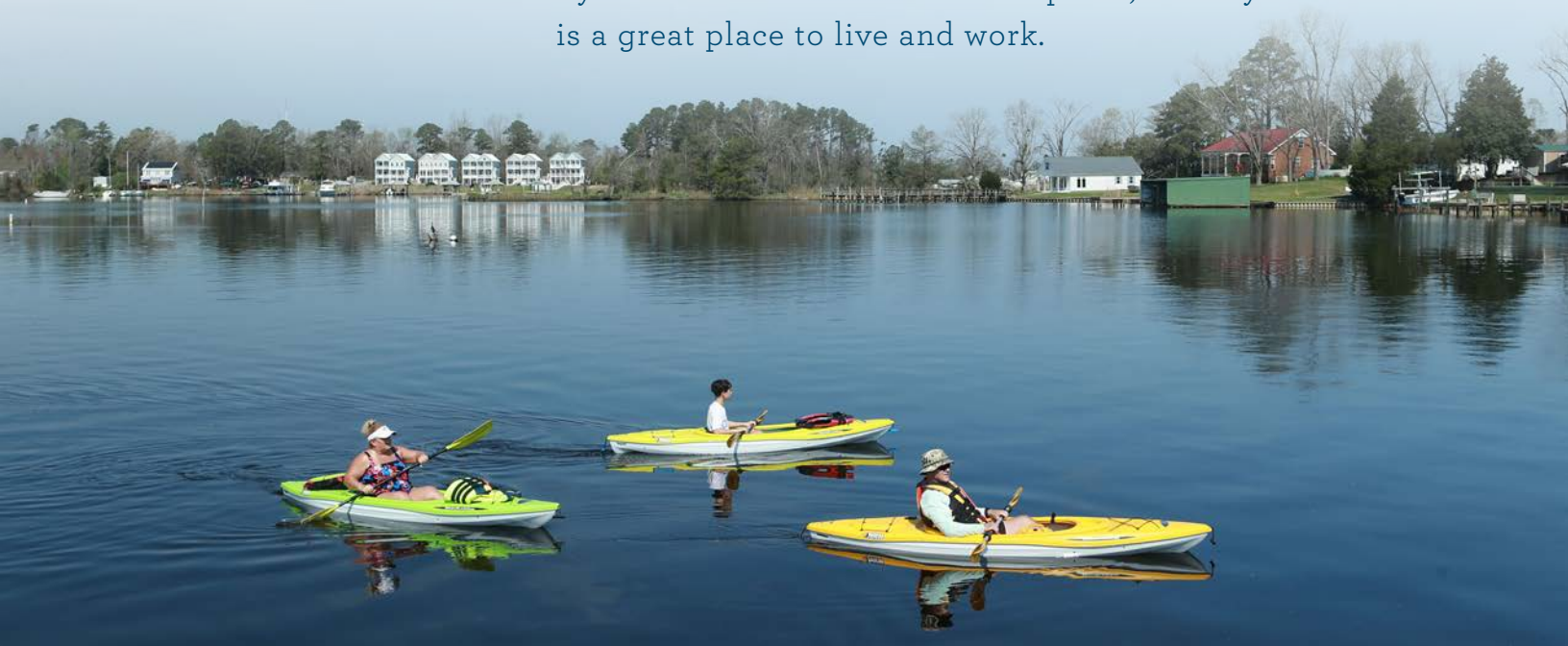


*Jacksonville is just a short car ride away from the beautiful beaches of the Southern Outer Banks.*



*Downtown Jacksonville has five parks located along Wilson Bay (Wilson Bay Park above) and the New River.*

The beauty of nature surrounds Jacksonville — from the New River and its waterways to historical landmarks and parks, the city is a great place to live and work.





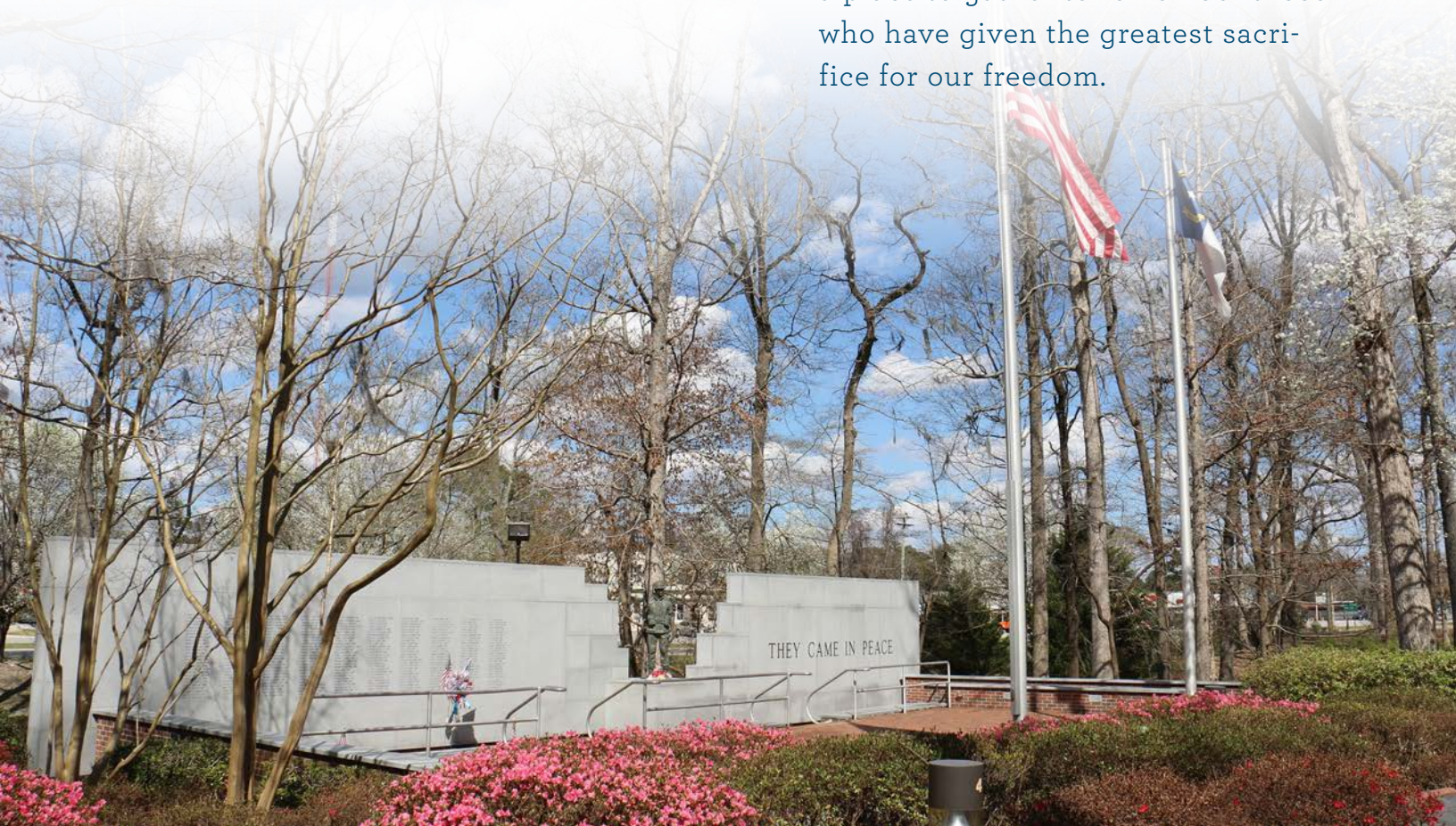
Take a stroll through the City of Jacksonville, and it's not hard to see the love this community has for its military presence and heritage. Many memorials and monuments pay homage to the sacrifice of those in the military. The Freedom Fountain is at the gateway to downtown and honors those who serve. The Lejeune Memorial Gardens include the Beirut Memorial, the Onslow Vietnam Veterans Memorial (the second largest Vietnam memorial in the USA), the 9/11 Memorial Beam, the national Montford Point Marine Memorial, and the Eagle, Globe, and Anchor.

Jacksonville is also known for its rich culinary culture. Visit one of the nearly 30 restaurants along the city's International Food Trail and the international fare and diverse culinary culture of these establishments will surely inspire you. This unique waterfront community features many relaxing landscapes and water access to popular fishing spots. In Jacksonville's historic district, Riverwalk Crossing Park and the LP Willingham Park sit along the New River and host many annual events and festivals, including the New River Splash, Oktoberfest, Winterfest, and National Night Out. Along Wilson Bay, Sturgeon City Park and Wilson Bay Park are great recreational spaces for children and adults.



*Freedom Fountain in downtown Jacksonville*

The historical landmark Lejeune Memorial Gardens (below) honors those who serve our country and is a place to gather to remember those who have given the greatest sacrifice for our freedom.





## About the Organization and Department:

The City of Jacksonville operates under a Council/Manager form of government. The Jacksonville City Council and City leaders are committed to *providing the leadership, vision, and oversight necessary to ensure the responsible stewardship of Jacksonville's environment and natural resources for the effective and efficient delivery of municipal services and the proper planning for the future.* The city's [FY 23-24 budget](#) of \$121.9M supports 650 employees across 19 departments.

The Jacksonville Police Department is proudly recognized as an Accredited Law Enforcement Agency and is ranked 9<sup>th</sup> in North Carolina and 192<sup>nd</sup> nationally. The department has a special connection with the community. The Jacksonville Public Safety Citizens Academy and Explorers program allows youth and community members to learn about the city's public safety operation through a 5-week academy that educates them on police, fire, and EMS efforts. The CARE program supports senior citizens in Jacksonville, allowing them to set up consistent welfare checks. The department's "Coffee with a Cop" events are held quarterly and provide a one-on-one opportunity to enjoy a cup of coffee and casual conversation with members of the police department. Further, the department is a strong partner of the Special Olympics and raises funds annually to support

the athletes. Last year, the Jacksonville police department raised over \$30,000 for Special Olympics, ranking in the top 10 out of 103 state-wide agencies for funds raised.

**The next Chief of Police will lead a department of approximately 138 sworn and 36 support staff and oversee the department's annual budget of \$18.5M.**

The **Chief** of Police reports to the Director of Public Safety. The next **Chief** will demonstrate commitment to Community Oriented Policing (COP) with a proven track record. The **Chief** will

support and elevate the department's efforts to sustain a strong community connection. The **Chief** must immerse themselves in the community, working across the community to problem solve, collaborate, and create successful coalitions. The next Chief is an effective manager who effectively holds staff accountable to expectations, responsibilities, and goals while empowering staff to excel.



Department members routinely participate in community events, such as "Coffee with a Cop" (above) and the Jacksonville Public Safety Citizens Academy (right), which gives citizens a behind the scenes look at police operations, the City's Telecommunication Center, Intelligent Transportation System, and Fire & Emergency Services procedures.



## Key Position Priorities:

- Ensure the department continues to be a fully engaged city and community partner – advocating for cohesion among officers internally and externally while nurturing unity and trust within the community.
- 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 ensure effective communication strategies and protocols across roles and divisions.
- Strategically address career succession and implement innovation in career development – showcasing a commitment to continued training and professional growth for staff to build skills, achieve performance excellence, and develop staff for promotional opportunities and varied job assignments.
- Support the mental and physical health of personnel by ensuring the 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 establish supportive strategies for officer wellness and reduce stigmas.
- Uphold and maintain the city's model of data-driven community policing efforts while preserving the community's low crime reputation through collaborative and strategic efforts with city leaders, department heads, and community partnerships.



## Qualifications:

This position requires a bachelor's degree in criminal justice, public administration, or another relevant field and ten years of progressive law enforcement experience across functional areas such as patrol, internal affairs, administration, investigations, etc., to include five years at the command level and at least five 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:** An officer holding probationary certification may not laterally transfer from one law enforcement agency to another. The probationary period must be completed in its entirety at the same agency. If an officer terminates employment with one agency before their year ends, they must start a new probationary period at the new agency. 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 transferees will be evaluated to determine the amount and quality of their training and experience. At a minimum, out-of-state candidates must have two years of full-time, sworn law enforcement experience and 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, has 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:

- 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;
- is 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 prevention 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 adequate 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, maintaining high standards of self and others, thriving in high-performance expectations and personal accountability culture.





## Salary and Benefits:

The full pay range for the Police Chief position is \$102,465.00 - \$163,946.00. The starting salary is based on the individual's demonstrated knowledge, skills, abilities, experience, and education. The City of Jacksonville provides an [excellent benefits package](#), including health and dental coverage and NC Local Government Employee Retirement Plan participation. There is a residency requirement to live within the city limits of Jacksonville within 6 months of appointment to the position.

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

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 **February 2, 2024**. Position is open until filled. First screen of applicants will be February 6.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **February 29 – March 1, 2024**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Direct inquiries to [hiring@developmentalassociates.com](mailto:hiring@developmentalassociates.com).



The City of Jacksonville 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."