

THE TOWN OF
WENDELL
NORTH CAROLINA

Invites Your Interest in the Position of
POLICE CAPTAIN



[The Town of Wendell](#), a historic and up-and-coming suburb of desirable Wake County, NC, seeks a personable and goal-oriented law enforcement professional to serve as its next **Police Captain (Captain)**. The ideal candidate is passionate about community policing in small communities and has a track record of sustaining collaborative relationships with community partners and neighboring agencies. This **Captain** will join a thriving police department that is accredited by CALEA and is highly regarded by its community.

United around the values of Commitment, Collaboration, Integrity, and Professionalism, the Wendell Police Department seeks a humble leader who is approachable, enthusiastic about developing staff to excel, has a sense of humor, and embraces a work/life balance culture.

The next [Wendell Police Department Captain](#) performs administrative, managerial, and specialized law enforcement work in supervising the patrol division within the department and serves as responsible in charge in the absence of the Police Chief.

The next **Captain** is a confident decision-maker who effectively communicates information to various stakeholders, including community members. Utilizing their broad experience in all police divisions, the **Captain** will support the Chief and department in strategically enhancing its department to ensure that it continues to meet the growing community's needs.

About the Community:

With a population of approximately 15,000, the Town of Wendell, in eastern Wake County, is just 20 miles from North Carolina's capital city, Raleigh. Wendell's culture – best reflected in its motto, "Small Town, Big Charm," is attracting more and more residents. Once known as a sleepy town, this growing suburb of Raleigh was ranked as the fastest-growing town in NC between 2020 and 2021, with its population increasing by 16% in one year.

The Town of Wendell started in the 1850s when tobacco farmers in Granville County were hit with what came to be known as the Granville County Wilt. The tobacco crop failed, and farmers from Granville County moved into eastern Wake County, looking for fertile land to plant their crops. The town got its name from a local teacher who wanted to name it after his favorite poet, Oliver Wendell Holmes. The town's rich history is evidenced through its five listings on the National Register of Historic Places: The Dr. Thomas H. Avera House, Harmony Plantation, Riley Hill School, Sunnyside, The Hood-Anderson Farm, and the Wendell Commercial Historic District.



Wendell's historic Main Street pays homage to its history. From the local barber shop – an iconic stop in town – to many retailers, shops, unique eateries, and free Wi-Fi provided by the town, Wendell's small-town charm is refreshing and inviting. Local events include the Wendell Harvest Festival, International Food and Music Festival, Wendell Wonderland, and July 4th Fireworks. The new Wendell Museum provides a glimpse into the town's fascinating history.

Wake County and its communities have received national and international rankings and accolades from publications such as *Money*, *Fortune*, and *Time* magazines as one of the best places to live and work. Its world-class healthcare, higher education, public school system (the largest in the state), and variety of entertainment provide ample opportunities for Wendell's residents. Four counties border Wendell, thus presenting easy access to many points of interest, including Raleigh-Durham International Airport and Research Triangle Park. The town is approximately 3 hours from the mountains of NC and 2 hours from Atlantic Coast beaches.



Over 100 vendors, 18 food trucks and 10,000 visitors fill the streets of downtown Wendell during the Harvest Festival, held every year in October.



Wendell Park features three ball fields, an ADA-compliant playground, disc golf course, dog park and volleyball court.

Experience the charm of small-town America with a stroll down historic Main Street in Wendell.



About the Organization and Department:

The Town of Wendell operates under a Council/Manager form of government with a six-member Board of Commissioners. Wendell's citizen-friendly reputation, coupled with its vision of a clean, safe, vibrant, and full-service town with a diverse population, is assured by the quality of the town's facilities and professional staff who work efficiently to provide excellent customer service. The town's [FY 23-24 budget](#) of \$33.7M supports 78 employees across 6 departments.

The Wendell Police Department is committed to delivering exceptional law enforcement services by linking innovation and community engagement to ensure a high quality of life for the Wendell community. Executing the mission of the police department is a talented and passionate team of 26 sworn staff and three unsworn staff.

The department is well respected by the community and provides many services and programs to support its community policing philosophy and nurture relationships between community members and department staff. These valuable services include residential and business security checks and informational classes on crime-related topics for any civic, school, or business organization. Each year, the department hosts a free camp for kids aged 9-12 and a Public Safety Day, a free community event for the whole family with public safety agencies demonstrating a wide array of equipment and vehicles, kid activities and rides, raffles, food, and drinks.

The **Wendell Police Captain** reports to the Chief of Police. The next **Captain** will oversee approximately 23 sworn staff including four direct reports — two Lieutenants, a Community Services Officer, and an Investigations Sergeant. The **Captain** will support the Chief in managing the department's [FY 24 budget of \\$3.3M](#). The **Captain** is skilled in developing and implementing policies, procedures, rules, and regulations, is confident in advocating for changes, and is equipped to manage the administrative tasks of grant development, financial reports, accreditation reports, and other documents.

Key Position Priorities:

- Recruit and retain diversity among sworn and civilian staff while leveraging internal talent and showcasing a commitment to continued training and professional growth to build skills, achieve performance excellence, and develop staff for promotional opportunities and varied job assignments.
- Evaluate the department's needs, current staffing, policing data, and service delivery practices to assess what alignment and changes, if any, are needed to support the town's growth and strategic goals.
- Eliminate silos and seek commonality across functions *intra*-departmentally and work effectively *inter*-departmentally to build relationships in service to goals with a proven track record in building and maintaining morale through effective team building, advocacy, and consistency of policy application.



One of the key priorities of the next **Captain** will be to ensure the department continues to be a fully engaged town and community partner – supporting the cohesive culture among officers internally while nurturing unity and trust within the community.

Qualifications:

This position **requires** a bachelor's degree in criminal justice, public administration, or another relevant field and fifteen years of progressive law enforcement experience across functional areas such as patrol, internal affairs, administration, investigations, etc., to include five years of combined supervision experience at the first line and command level and budget development/management experience. A master's degree and executive law enforcement training are preferred. *An equivalent combination of education and training will be considered.*

Special Requirements

- Possession of a valid North Carolina driver's license or the ability to obtain a valid NC driver's license within 60 days of relocating to NC.
- Certification as a law enforcement officer as established by the North Carolina Justice Training and Standards Council.
- Possession of an Intermediate or Advanced Law Enforcement Certification *is preferred*.
- Must meet and maintain all minimum state and local training and education requirements for the position.
- The **Captain** must demonstrate continued physical fitness to withstand the rigors of a law enforcement officer and potential physical confrontation with assailants and chases.
- The **Captain** will serve as one of the department's In-Service Coordinators; therefore, General Instructor Certification must be obtained.

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 have successfully completed a basic law enforcement training course accredited by the state from which they are transferring. They 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 Captain** position is \$73,639 - \$110,458 (Max). The starting salary is based on the individual's demonstrated knowledge, skills, abilities, experience, and education. The Town of Wendell provides an [excellent benefits package](#), including retirement, town-paid insurance including dental and vision, vacation and sick time, holiday leave (12 days per year), participation in the local government retirement system, and contribution to employee 401-K plans.

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

Please note the following:

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the town's employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by **February 19, 2024**.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **March 19 - 20, 2024**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Direct inquiries to hiring@developmentalassociates.com.



The Town of Wendell 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."

