



Roanoke Rapids North Carolina



Invites your interest in the position of

Police Chief



The City of Roanoke Rapids, a close-knit community in rural northeastern North Carolina with a population around 15,000, is seeking an experienced law enforcement executive to lead and help shape the future of the Roanoke Rapids Police Department (RRPD) as their next **Police Chief (Chief)**. The position directs all aspects of the city's law enforcement program and contributes as a member of the city Leadership team in achieving citywide goals and objectives established by Roanoke Rapids City Council. The **Police Chief** reports to the City Manager.

In their next **Chief**, city leaders desire a passionate, community-minded law enforcement executive who is:

- experienced in successfully bridging gaps and building cohesion across stakeholders, community groups, and neighborhoods;
- skilled in budget preparation and management and has demonstrated knowledge of public budgeting processes and experience with the grant application and management process;
- known for their impeccable management skills, someone who intentionally gets to know their staff, naturally motivates, inspires, and empowers staff, and values respect and transparency;
- eager to join a department with high morale valued by its community and united around the following values – **Service, Honesty, Innovation, Excellence, Leadership, and Dedication (SHIELD)**, representing stability, longevity, tradition, and strength.

The next Roanoke Rapids **Police Chief** is passionate about developing officers, familiar with small-town culture, and has innovative ideas for community policing methods. This **Chief** will lead a department focused on building and sustaining mutual partnerships with the community and peers, protecting all lives and property – ensuring a safe city, reducing the fear of crime, and enhancing public safety at all levels. The next **Chief** will effectively maintain order and execute a long-term vision for the department that continues to improve the quality of life for all residents and visitors of the City of Roanoke Rapids.

About The Community:

The City of Roanoke Rapids is a small city located in the northeastern part of North Carolina, in rural Halifax County. Roanoke Rapids is designated as a “micropolitan area” which means it is a significant center of population and production, drawing workers and shoppers from a wide local area, including surrounding counties. The city's location on Interstate-95, the east coast's major north-south highway, is approximately mid-way between Florida and New York. As one of the busiest corridors in the country with approximately 43,500 vehicles per day, I-95 motorists help sustain the local economy with short-term visits for food, fuel, respite and recreation.

Roanoke Rapids is the urban center of Halifax County which boasts several renowned state attractions such as Lake Gaston, Roanoke Rapids Lake, Roanoke Canal Museum and Trail, Weldon Mills Theatre (formerly Roanoke Rapids Theatre), Historic Halifax, Medoc Mountain State Park, Sylvan Heights Bird Park and more! During the late 19th and early 20th centuries, the city grew rapidly thanks to hydroelectric power generated by the Roanoke River, the railroad and the establishment of the textile mills.

Like many small towns, Roanoke Rapids has faced economic challenges, especially with the decline of its textile mill industries. However, there have been ongoing efforts in recent years to preserve history, promote local tourism, encourage new businesses, and develop the area's amenities to revitalize the community. The city's economy has diversified in recent decades, with some manufacturing still present, as well as retail, healthcare, and government services playing important roles.

Community leaders and stakeholders have invested significant time and resources in redeveloping the city's historic district to improve economic management, strengthen public participation, and make Main Street Roanoke Rapids a fun place to visit. Throughout the Roanoke Rapids Historic District, there are a number of contributing buildings, small local businesses, community spaces, and the nationally significant Junior-Senior High School Building designed by Hobart Upjohn in 1921.

The Roanoke Canal Museum and Trail, a popular attraction located in the city's 1850s power plant, showcases the history of the Roanoke Canal, which was the catalyst to the development of the City of Roanoke Rapids. The canal was constructed in 1823 to establish a trade route between the Blue Ridge Mountains and the Atlantic Ocean. The city's 7.5-mile Roanoke Canal Trail, which runs alongside the canal bed, features architectural attractions, including the canal's original aqueduct and stone bridge.

Collective and cohesive efforts to recruit new businesses, rehabilitate buildings, and expand parking in this thriving downtown area are ongoing priorities for the city. Unique to this historic community are Sears, Roebuck, and Co. kit homes built in the early 1900s. Nearly 70 of these homes, most of which have been revitalized, remain today and are a popular visitor attraction.

Roanoke Rapids is a city with a lot of history and potential. Its connection to local historic and natural resources, along with its commitment to revitalizing the community, makes it a place with promise for residents and visitors alike.

About the Organization, Department and Position:

The City of Roanoke Rapids operates under the Council-Manager form of government, with the City Manager reporting to the mayor and five elected officials. The city's \$19.8M FY 24-25 budget supports 155 full-time employees and 48 part-time employees across seven departments.

The Roanoke Rapids Police Department is known for being transparent, balanced, fair, and effective. The department's team of 42 (38 sworn; 4 non-sworn) full-time and two (both sworn) part-time staff strives to be a progressive premier police department that values community engagement, upholds professionalism, and demonstrates high standards of performance and best policing practices.





The department operates various programs to support community safety, education, engagement, and crime prevention. Programs include, but are not limited to, Police Camp, National Night Out, Christmas for Kids, Halifax County Crime Stoppers, and Safety Pup.

Leading the police department with integrity, accountability, and humility, the **Chief of Police** manages the department's \$4.4M budget and oversees all staff, including four direct reports: the Patrol Captain, Investigations Captain, Professional Standards Captain, and Administrative Support Assistant III. In addition to day-to-day responsibilities overseeing the police department, the next **Chief** will prioritize the following:

- Evaluate the department needs, current staffing, policing data, and service delivery practices to assess what alignment and changes, if any, are needed to ensure best practices in policing methods. Proactively work towards achieving NC LEA accreditation while also working collaboratively with city leaders and key stakeholders, including community members, to develop the department's next strategic plan.
- Assess staffing levels, compensation, training, work factors, and benefits; advocate for short- and long-term solutions to improve compensation, recognition, retention, and recruitment and further position the department as a competitive employer.
- Leverage internal talent, closing gaps by engaging employees in training and development and developing succession plans.
- Model a culture of accountability for applying effective law enforcement practices, fostering a sense of security and respect for community members and officers while prioritizing enhancing and developing relationships and promoting unity within the community and with key stakeholders.
- Assess the department's short- and long-term infrastructure, equipment, and technology needs and advocate for upgrades that support the department and city's goals and priorities.



The next **Chief** is a genuine leader with excellent communication skills who remains calm in crisis and demonstrates impeccable decision-making and problem-solving skills. The **Chief** is always accessible to troops and is a consistent trainer, leader, and mentor.



Required Qualifications:

- A bachelor's degree or higher in criminal justice, public administration, or a closely related field of study, along with a minimum of 10 years of progressive law enforcement experience and at least five years of cross-functional and progressively responsible experience in a supervisory role.
- Advanced Law Enforcement Certificate by the North Carolina Criminal Justice Training and Standards Commission within the first twelve (12) months of employment. *Please note that North Carolina law does not recognize nor have a reciprocal relationship with Federal law enforcement certification. Information regarding transfers is outlined below.*
- A valid NC driver's license or the ability to obtain a valid NC driver's license within 60 days of relocating to NC.



Preferred Qualifications:

- A master's degree.
- Executive law enforcement training (e.g., FBI National Academy, SMIP, FBI LEEDA, Administrative Officers Management Program, etc.).
- An equivalent combination of education, certifications, and years of experience will be considered.

Transfers: 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 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 natural 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 prevention and strong community relationships in current or past positions;
- experienced with data and policy analysis and utilizing data to cultivate change and improvements;
- 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;
- skilled in applying an equity lens that infuses principles of diversity, inclusion, and belonging from program conception through decision-making and implementation and has developed innovative solutions to attracting, retaining, and promoting diversity, equity, and inclusion;
- 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);
- experienced across functional areas such as patrol, investigations, crisis units, or other specialized units;
- skilled in engaging employees in training, development, and succession planning to improve retention;
- 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;
- a natural collaborator who easily and effectively collaborates with other city departments and department heads;
- an outstanding communicator verbally and in writing with well-developed interpersonal skills and abilities; and,
- goal-oriented, possessing high standards of self and others, and thriving in a culture of high-performance expectations and personal accountability.

Salary and Benefits: The hiring range for the Chief of Police is \$71,547.87 - \$104,621.09. The City of Roanoke Rapids offers a [comprehensive benefits package](#), including paid medical, dental, vision, and life insurance, twelve (12) paid holidays, longevity pay, participation in the NC Local Governmental Employee's Retirement System, and various supplemental programs, including a 401K retirement plan with a 5% City contribution. There is no residency requirement, *but* after-hours response (within 30 minutes) to emergencies is required for this position.

To apply, please visit

<https://www.governmentjobs.com/careers/developmentalassociates> and click on the "Chief of Police – City of Roanoke Rapids, NC" position.

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 4, 2024**.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **December 3-4, 2024**. 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 Roanoke Rapids 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/> and scroll down to "Important Information for Applicants."

