



# Fayetteville

## North Carolina



Invites your interest in the position of

**Office of Community Safety Director**



If you are a municipal community safety leader known for your visionary skills, the City of Fayetteville, NC, invites you to apply for its *first* **Office of Community Safety Director (OCS Director)**. Joining an organization that lives its values of RESPECT (Responsibility, Ethics, Stewardship, Professionalism, Entrepreneurial Spirit, Commitment, and Teamwork), this **Office of Community Safety Director** will lead the City's newly organized Office of Community Safety (OCS). The successful leader will work to develop and implement strategies that reduce community and youth violence, develop alternative responses to mental health, implement strategies to mitigate the challenges of high-risk homelessness and provide coordination with community partners and stakeholders in these spaces.

The ideal candidate has experience managing relationships with law enforcement, public health and mental health communities, with a deep understanding of the functions and responsibilities of each and how they collaborate to maintain a safe and thriving community for all. This individual consistently maintains a calm, stable demeanor, with demonstrated practice regulating their emotions, especially when communicating about traumatic events with diverse stakeholders.

City leaders desire in their first **Office of Community Safety Director** a community-minded professional who:

- has experience overseeing similar community safety efforts in a similar size jurisdiction, preferably with a military presence;
- maintains a diverse skillset in the areas of social services, law enforcement, emergency management, medical service, public and mental health;
- understands and has experience identifying and strategically addressing root causes of crime, mental health crisis, and homelessness;
- understands the opportunities and best practices concerning alternative response and co-response models;
- understand the historical relationships between diverse communities and law enforcement and the changing landscape of community safety in the urban environment;
- is an impeccable crisis and proactive communicator who utilizes data when delivering critical information to various stakeholders;
- advocates confidently, and can facilitate strong influences who want input in establishing the mission and direction of the newly created Office of Community Safety;
- is a highly effective problem solver with demonstrated empathy during community emergencies;
- demonstrates a deep understanding of cohesive data analysis to integrate and correlate information related to violence, social determinants of health, and economic factors influencing outcomes;
- is knowledgeable of community violence intervention and interruption strategies, community policing/Project Safe Neighborhoods, juvenile/adult corrections with a focus on re-entry in the community, mental-health response, and hospital-based violence programs,
- can balance effectively overseeing the establishment of programs and services, motivating and encouraging a team while also ensuring accountability in high-quality, effective service delivery;
- has a successful track record of budget and program development and management, evaluation strategies, and grant management; and,
- is a selfless, humble professional eager to immerse themselves in a community to build and maintain trusting, credible relationships with elected officials, city department leaders, community members, and visitors while improving safety within the community.

Fayetteville's **Office of Community Safety Director** will serve as the primary coordinator for the broad spectrum of community safety-related programs and services of the City of Fayetteville. This position is a unique opportunity for an energetic professional looking to develop and implement first-of-its-kind, community-based solutions for the City related to safety, violent crime prevention, mental health, and homeless response.

### 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 around the world. Fayetteville is where the very seeds of American freedom, democracy, and patriotism were planted and continue to grow.

The City of Fayetteville, in North Carolina's Sandhills region, has a population of more than 208,000 community members and is the 6<sup>th</sup> largest city and 5<sup>th</sup> largest metropolitan area in North Carolina. Recognized for innovation, leadership, and excellence and a four-time All-America City award winner, the City of Fayetteville is *America's Can Do City*. Fayetteville offers the amenities of a sizable metropolitan, including historic sites, seven museums, three colleges and universities, multiple entertainment venues, a historic downtown, various festivals and special events, 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 and the surrounding counties include scenic rivers, lakes, other recreation areas, and 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.

Fayetteville is the proud home of Fort Liberty, 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.

One of Fayetteville's greatest assets is its vibrant arts and cultural community and its revitalized downtown area, which brought forth additional growth spurred by the \$40 million baseball stadium for 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. It has more than 1,800 full-time and 300 part-time seasonal employees working across 19 departments. The [FY 2025 operating budget is \\$320.9M](#) 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's 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.

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 annually at the department level and nationally for its efforts. Explore more about the City of Fayetteville [here](#).

## About the Department and Position:

The City of Fayetteville Office of Community Safety will be a key community partner working to enhance safety through proven collaborative approaches and demonstrated best practices in violence prevention, homelessness, and mental health response. The office's role will evolve over time but will heavily focus on coordinating existing community resources and programming.

The **OCS Director** works collaboratively with key stakeholders, including other governmental partners, community and faith-based organizations, non-profit organizations, and the community, to ensure the OCS serves as a hub for all community safety resources.

This **OCS Director** will serve on various committees and advisory boards to collaboratively enhance community safety efforts and be actively engaged in the community.

## Key Position Priorities:

- Utilizing community data, assessments, and collaborative relationships, thoroughly evaluate the department's purpose, structure, and staffing to develop its mission, values, procedures, and policies while creating a strategic plan that identifies short and long-term key goals and priorities.
- Invest significant time and energy in developing and maintaining sustainable relationships with residents and stakeholders while strategizing to build partnerships with local universities, colleges, schools, juvenile programs, non-profit organizations, county departments, health care providers, and other partners.
- Build a team of experienced professionals passionate about the Office of Community Safety's mission, vision, and values, and ensure an environment of collaboration rooted in trust with commitment to ongoing staff training and development.

## Qualifications:

- Graduation from an accredited college or university with a degree in criminal justice, fire science, public administration, social work, public health, emergency services, or related field with 5 – 7 years of progressively responsible municipal leadership experience is required.\*  
\*An equivalent combination of education and experience may be considered.
- Possession of a valid North Carolina driver license or the ability to obtain a valid NC driver license within 60 days of relocating to NC.
- Working after hours, on weekends, and on holidays may be required in emergencies.

**Salary and Benefits:** The anticipated hiring range for this position is \$130,000 - \$160,000. 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 five years. The city will consider relocation assistance based on personal circumstances.

To apply, please visit

[governmentjobs.com/careers/developmentalassociates](https://governmentjobs.com/careers/developmentalassociates) and click on the **title of Office of Community Safety Director – City of Fayetteville, 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 27, 2025.**
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations TBD in late February or early March.
- Direct *inquiries* to [hire@developmentalassociates.com](mailto:hire@developmentalassociates.com).

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

