

Durham

North Carolina



Invites your interest in the position of
Chief of Police



Are you a law enforcement executive who . . .

- ✓ Drives innovative public safety initiatives that lower crime rates and strengthen community trust through proactive data sharing and transparency?
- ✓ Leads with confidence and command presence, is visible within the organization, and stands behind difficult decisions?
- ✓ Can energize and grow a dedicated workforce while championing employee wellness and an engaged organizational culture?
- ✓ Values input from staff, empowers subject matter experts, and fosters a culture where employees feel supported, heard, and accountable?
- ✓ Builds trusted relationships with community stakeholders and diverse neighborhood groups — listening to different perspectives and identifying the path forward that best serves the community?

If so, the City of Durham is seeking a confident and adaptive executive to serve as its next **Chief of Police** at a critical point in the department’s evolution. This is an opportunity to lead a CALEA-accredited, high-profile agency during a transformative era—growing and guiding a talented team through a shifting public safety landscape and shaping the future of policing in a premier North Carolina city.

The next **Chief** will step into a demanding and highly visible role that requires balancing continuing progress in crime reduction, organizational stability, and community expectations. The ideal candidate will be engaged and responsive—both internally and externally—while fostering a culture where employees feel supported, valued, and heard. With a wave of new talent joining the department, the next Chief will play a key role in mentoring the next generation of leaders and building a modern, sustainable workforce.

About the Community:

The City of Durham is located in the Research Triangle Region of North Carolina. The City of Durham is the County seat of Durham County. The City is grounded in research and development from the region’s major research institutions, and many private and federal labs have fueled business and economic growth and have made the region a world leader in life sciences, information technology, and clean technology.

Consistently ranked among the top places to live, work, and play, Durham is a magnet for talent, which helps attract innovative companies working in high-growth industries. Durham has a national reputation as the “City of Medicine,” and has long been known for world-class medical facilities, including top-ranked Duke University Medical Center, and an industry-leading pharmaceutical sector. The healthcare industry in Durham includes more than 300 medical and health-related companies and medical practices with a combined payroll that exceeds \$1.2 billion annually.

Durham has become a hotspot for entrepreneurs and high-tech startups, propelled by the launch of [American Underground](#), a startup incubator, and accelerator and the Durham Innovation District, a planned, mixed-use residential/retail/lab and workspace in Downtown Durham. Durham boasts a premier performing arts center and the Durham Bulls AAA baseball team. In addition to Duke University, Durham is home to North Carolina Central University, the nation's first public Historically Black College and University, now a major center for biotech and bio-manufacturing R&D, and Durham Technical Community College, a key partner in preparing a competitive workforce. Private investment is flourishing, redeveloping former tobacco and textile warehouses and historic buildings into exciting, mixed-use developments filled with diverse and popular housing options, restaurants, artist studios, retail spaces and small businesses.

The population of the City of Durham is [317,467](#) and vastly diverse. Current expectations are that the population is projected to grow by 30% by 2050. Centrally located, the City of Durham is a few hours' drive from the beautiful North Carolina coast to the East and the Appalachian Mountains to the West.

TOP ACCOLADES FOR DURHAM (2024 – 2025)

- Organizational Excellence: Durham Voted #15 Best Run City in America.
- Best Places to Live: Livability.com named it one of the best places to live in the U.S. in 2025.
- Business & Growth: Ranked #3 Best Place to Start a Business (Lending Tree).
- Business & Growth #3 in 2024 Economic Growth Performance (Raleigh-Durham).
- Housing & Livability: Ranked #4 Hottest U.S. Housing Market and #7 for Gen Z to become homeowners.
- Workforce: Ranked #7 for Best Cities for Working Women in 2025 (Elevate Leadership).
- Food & Culture: Recognized as a top 25 most underrated destination by CNN Travel.
- LEED Gold Certification: The City and County achieved LEED Gold certification for Cities and Communities, a first-of-its-kind multi-jurisdictional designation.
- Digital City: The City of Durham is consistently recognized as a top 10 Digital City by the [Center for Digital Government](#).
- [Discover Durham](#) website offers an additional list of accolades plus an informative video.

Durham by the Numbers

- Population: 317,000+
- Growth Projection: +30% by 2050
- City workforce: 2,600+
- Operating Budget Amount: \$722M





About the Organization:

The City of Durham operates under a Council/Manager form of government. The City Manager along with four Deputy and Assistant Managers lead approximately 2800 employees working across 25 departments. The City's [FY2025–26 budget totals \\$722 million](#), including a \$326.5 million General Fund, with a property tax rate of 43.71 cents per \$100 assessed budget prioritizes community safety, employee compensation, and core infrastructure, ensuring continued delivery of essential services, responsiveness to new demands, and responsible funding of voter-approved investments like the \$200 million [“Connect Durham” bond program](#). The City's day-to-day management and plan for future growth is managed by its [Strategic Plan](#), which sets the strategic priorities for the community.

A [2024 Resident Survey](#) indicates that 84% of respondents rated the city as an excellent or good place to live, 29.7% higher than the national average, and 79% rated the organization as a great place to work. Residents have particularly high levels of satisfaction with their quality of life, as well as with the quality of services that they receive as city residents. Initiatives in the strategic plan have set a high bar to increase those percentages over time and to achieve Council goals of: Shared Economic Prosperity, Creating a Safer Community Together, Connected, Engaged and Diverse Communities, Innovative & High Performing Organization, and Sustainable Natural and Built Environment.

The City prides itself on community engagement and offers multiple ways for the community to become involved and stay informed from 27 Advisory Boards and Commissions, to state of the art communication tools such as an open data Web platform, and social media, to community surveys. Learn more about the City of Durham [here](#).

About the Department and Position:

The Durham Police Department serves with a focus on reducing crime, improving service delivery, and enhancing public safety. Guided by its vision to be a progressive law enforcement agency, the department emphasizes effective policing, high-quality service, and building public confidence while maintaining high standards across its operations.

The department is authorized for 531 sworn positions and currently employs 405 sworn officers, supported by 133 of 145 authorized civilian (non-sworn) positions and 54 part-time staff, reflecting ongoing recruitment needs. Organized into Patrol Services, Investigative Services, Administrative Services, and the Office of the Chief, the department supports a wide range of specialized units, including criminal investigations, community services, and emergency response teams. Learn more about the department [here](#).

Reporting to the City Manager, the **Chief of Police** oversees a budget of over \$93 million and leads a senior staff that includes three deputy chiefs, a Professional Standards Officer, an Executive Officer, and an Executive Assistant.

Our Mission:
To minimize crime,
promote safety, and
enhance the quality of life
in partnership with
our community.

Key Position Priorities:

- Drive a robust recruitment and retention strategy, ensuring officers have the support and resources they need to thrive and maintain a healthy work-life balance within a resilient organizational culture.
- Assess and optimize the department's structure and operations to identify and leverage modern efficiencies, better align resources, and strengthen patrol capacity. This includes making strategic decisions about staffing, resource allocation, and service delivery while continuing progress on key initiatives such as technology improvements and the department's strategic plan.
- Champion a safer Durham by advancing proactive, intelligence-led strategies and fostering strong, unified alliances across the region.
- Foster a unified and collaborative environment where open communication and equitable accountability drive peak operational performance.
- Cultivate lasting community trust and expand external partnerships through proactive engagement, transparent communication, and a compelling narrative of the department's positive impact.
- Lead the police department's participation in a community-based, city-wide violence reduction planning process, being managed by the city department of Community Safety.

Qualifications:

Requires a bachelor's degree in criminal justice, public administration, or other relevant field, and 10 years of progressive law enforcement experience across functional areas such as patrol, internal affairs, administration, investigations, etc. to include six to seven years professional management or related experience in police administration including three to four years of related administrative supervisory 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: In-state candidates may transfer their law enforcement officer certification to another agency in NC provided he/she has less than a 12-month break in service at time of appointment. 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 candidates who are serving or have served as a local or state law enforcement officer 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:

- Demonstrates confidence and command presence as a visible, decisive leader who can make tough decisions, stand behind them, and inspire both the organization and the public;
- Establishes the tone of professionalism and expectations for officers while maintaining a high standard across the organization;
- Exhibits integrity, fairness, and accountability, ensuring discipline is consistent and without bias or influence;
- Promotes competency, rewards hard work, and reinforces that every employee contributes to the organization's success;
- Embraces a servant leadership mindset—supporting employees while balancing the broader needs of the community;
- Enhances the professional experience for all staff by aligning assignments with employee strengths and ensuring every officer is empowered to succeed;
- Applies strong organizational and operational judgment to realign staffing, strengthen patrol capacity, prioritize calls for service, and advocate for training and resources that support effective policing;
- Maintains an approachable, transparent, and communicative presence, actively listening to staff and engaging meaningfully with the community;
- Builds strong relationships with City leadership and key partners while working collaboratively across a multi-agency public safety system;
- Brings a diverse executive background, demonstrates sound judgment, and demonstrates high emotional intelligence, practices self-reflection, and leads with professional poise in a dynamic and evolving environment; and,
- Operates with patience, professionalism, and strong interpersonal skills in a complex and evolving environment.

Salary and Benefits

The anticipated hiring range for this position is \$230,000–\$240,000, depending on qualifications and experience. The City offers a comprehensive benefits package that includes participation in the NC Local Government Employees' Retirement System (LERS), a 5% employer contribution to a 401(k) plan with no employee match required, no-cost employee health insurance for the base plan, city-subsidized dental coverage, paid life insurance and AD&D equal to annual salary, 12 weeks of paid parental leave, 12–13 paid holidays, generous vacation and sick leave, a wellness program with premium discount, and an Employee Assistance Program. Relocation assistance may be available. Full benefits details are available [at this link](#).

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

- 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 **June 7, 2026**.
- Successful semi-finalists will be invited to participate in interviews and skill evaluation on **July 7 – 8, 2026**. Candidates are encouraged to reserve these dates for meetings should they be invited to participate.
- Interviews with Executive Team will follow quickly at a subsequent time in person.
- Direct inquiries to hiring@developmentalassociates.com.

The City of Durham is an Equal Opportunity Employer. The recruitment and selection process is being managed by Developmental Associates, LLC.

