The Raleigh-Durham International Airport



Invites your interest in the position of

Chief of Police









The Raleigh-Durham International Airport (RDU) Authority Law Enforcement Department seeks an experienced and transformational leader with a customer service mindset to serve as its next **Chief of Police**. The next Chief of Police will demonstrate passion and energy towards achieving Authority goals while strategically and diplomatically leading the department through change in conformance with the Core Values of the organization. Effective in crisis management, the Chief of Police must have strong communication skills with experience in patrol, community policing, and investigative functions of a typical law enforcement agency similar in size to RDU. The ideal leader will have a keen understanding and awareness of the culture of an airport law enforcement department including the high level of federal regulations and be committed to a level of quality customer service that the department is known for. A transparent and adaptable leader, the Chief of Police will value diversity, equity and inclusion and balance building comradery within the department while ensuring frequent engagement and collaboration with departmental personnel and stakeholders including federal, state, and local agencies and Airport Authority leaders.

About the Community:

The Raleigh-Durham International Airport is located at the western edge of Wake County, midway between the cities of Durham and Raleigh in North Carolina. Wake County is home to 11 municipalities including the capital city of Raleigh. Accessed by I-40 and four major U.S. highways, Wake County has a population over 1 million and is a thriving, growing community with endless opportunities. Consistently rated as one of the best places to live and work in America, Wake County offers 11 principal colleges and universities including NC State University. Wake County is also the center of state government, with the Capitol Building, legislature and many government offices located in the City of Raleigh. Known as the City of Oaks, Raleigh was ranked #2 as Safest, #4 for Economic Well-being, and #6 for Quality of Education and Health among all State Capitals in early 2022. Raleigh boasts more than 9,000 acres of parkland and almost 1,300 acres of water, offering recreational activities year-round. A nationally acclaimed greenway system spans more than 180 miles, providing walking, jogging and hiking trails that connect many of the City of Raleigh's 200+ parks and Town of Cary's 30+ parks. The NHL Carolina Hurricanes, Carolina Mudcats Low-A Baseball, NC FC Men's and NC Courage Women's pro soccer teams attract visitors throughout the year and serve as an entertainment hub for community members. From the NC Opera, NC Symphony and the Carolina Ballet to three major state museums, Raleigh's culture is rooted in art, history and natural sciences.

Neighboring Durham County, with a population of 317,665 and located in the Research Triangle Region of North Carolina, is home to Research Triangle Park and is one of the most economically competitive regions in the world. Research and development from many private and federal labs have fueled business and economic growth in Durham County and has 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.

Also called the “City of Medicine,” Durham 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 County includes more than 300 medical and health-related companies and medical practices with a combined payroll that exceeds $1.2 billion annually. More recently, Durham County has become a hotspot for entrepreneurs and high-tech startups, propelled by the launch of American Underground, a startup incubator and accelerator.

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 flourishes, redeveloping former tobacco and textile warehouses and historic buildings into mixed-use developments filled with trendy housing options, restaurants, artist studios, retail spaces, and small businesses. Research Triangle Park (RTP), located just 6.5 miles from the RDU Airport, is a 7,000-acre special county research and production district encompassed on three sides by the city of Durham, with a portion in Wake County, and served by a Durham postal substation. RTP houses more than 170 major research companies employing 39,000 full-time employees and 10,000 contract workers.

About the Organization:

The Raleigh-Durham International Airport is governed by the Raleigh-Durham Airport Authority, an eight-member board. The Airport Authority was established by the N.C. General Assembly in 1939. The cities of Durham and Raleigh along with Durham and Wake counties each appoint two members to the board. The Airport Authority is a local government responsible for the development, operation, and maintenance of RDU. The Authority is committed to delivering a world-class airport experience through excellent airport services, facilities, and unparalleled customer service.

Since 1938, the Raleigh-Durham Airport Authority has played a central role in the growth of the Research Triangle Region. With 13 airlines, RDU offers flights to a multitude of nonstop destinations on 300+ daily flights. In addition to an in-house law enforcement department, the Authority also has a Fire-Rescue Department under the leadership of a Chief, with a deputy fire chief, captain, lieutenant and three fire engineers on duty 24-hours a day, 365-days a year. Additionally, the Raleigh-Durham Airport Authority works closely with a number of federal agencies that have a presence at Raleigh-Durham International Airport including the **Federal Aviation Administration** (FAA), **Transportation Security Administration** (TSA) and **Customs and Border Protection** (CBP). RDU is a participating airport in the U.S. CBP’s Global Entry Trusted Traveler Network. This program allows U.S. citizens, lawful permanent residents and pre-approved citizens of Mexico and the Netherlands an opportunity to use an automated kiosk to bypass the standards passport screening lines, thereby reducing wait times.



















About the Department and Position:

The Raleigh-Durham Airport Authority Law Enforcement Department (RDULE) is a fully accredited North Carolina law enforcement agency. RDULE is responsible for ensuring visitors to Raleigh-Durham International Airport have a safe travel experience. The agency's jurisdiction extends beyond the airport's terminals and includes all of the Authority's 5,000 acres of property including sections of major roadways around the airport.

The RDU Law Enforcement Department, located in the Airport Operations Center building, includes a staff of 70+ full and part-time officers and support employees that perform a range of functions including foot and vehicle patrols, investigations, lost-and-found, special operations, traffic duties, community policing and more. RDULE is headquartered in the Airport Operations Center with remote offices in each terminal. The department also includes training facilities located on airport grounds. The Chief of Police reports to civilians on the executive leadership team.

The next Chief of Police will lead a cohesive department that collaborates well with airport stakeholders in providing excellent customer service to travelers. The staff and officers of RDULE are well respected by airport employees and known for their swift response to issues reported from the operations center. Law Enforcement personnel are highly skilled and successful in adaptability and de-escalation tactics. The Chief of Police will be an adaptable, servant leader who will work diligently to build and maintain relationships. Overseeing a budget of approximately $6 million, the Chief of Police must embrace the Authority's Core Values of *Learning, Integrity, Team, Excellence, and Respect* to be successful.

Key Position Priorities include but are not limited to:

- Recruit, develop and retain a diverse department of qualified law enforcement professionals - leveraging internal talent and closing gaps through engaging employees in continuous training and development.

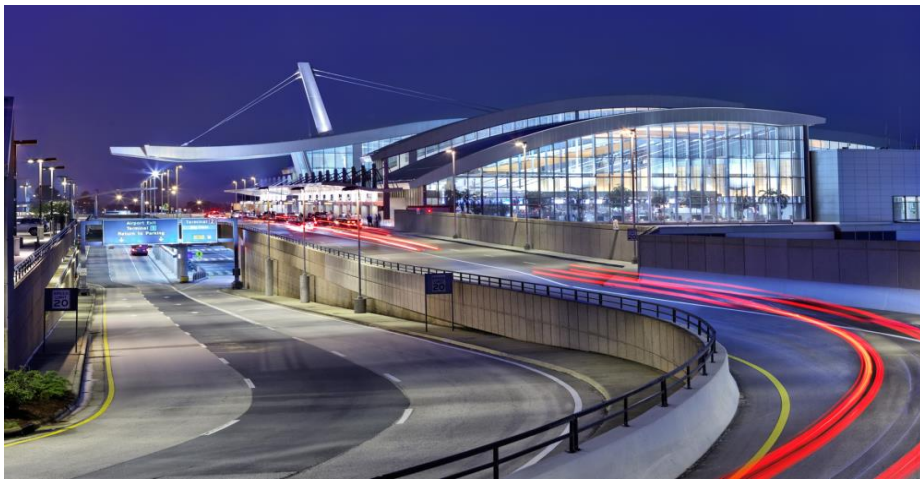
- Strategically plan for the growth of the department to support the airport's growth as outlined in the Authority's *Vision 2040*, while balancing the present day demands of police personnel.

Qualifications:

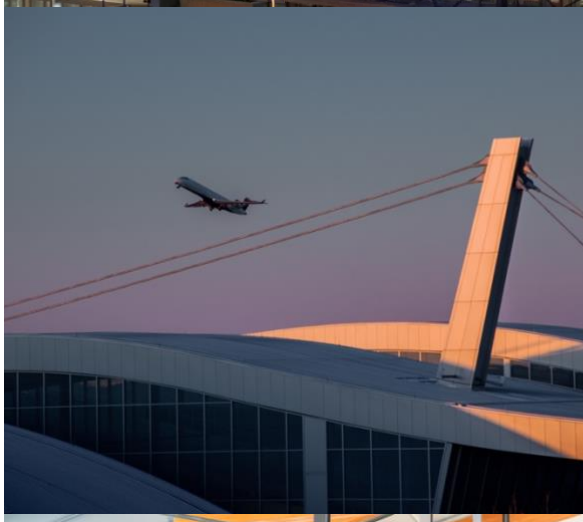
- Requires a bachelor's degree in criminal justice, public administration, or another relevant field. A master's degree and executive law enforcement training are preferred.
- Ten or more years of progressively responsible law enforcement experience across functional areas such as patrol, internal affairs, administration, investigations, community policing, etc.
- Six to Seven years professional management or related experience in law enforcement administration including three to four years of related tactical and administrative supervisory experience.
- Strong preference for direct airport experience including law enforcement personnel with reciprocal relationships to an airport
- Must possess applicable certification from the North Carolina Criminal Justice Education and Training Commission or obtain such certification within six months of hire.
- Please note: North Carolina law does not recognize or have a reciprocal relationship with Federal law enforcement certification but recognizes and gives partial credit for military police (MP) training, receipt of an MP occupational specialty classification and performance of MP duties.
- Must have a valid NC driver's license or the ability to obtain a valid NC license within 60 days of relocating to NC.

Transfers

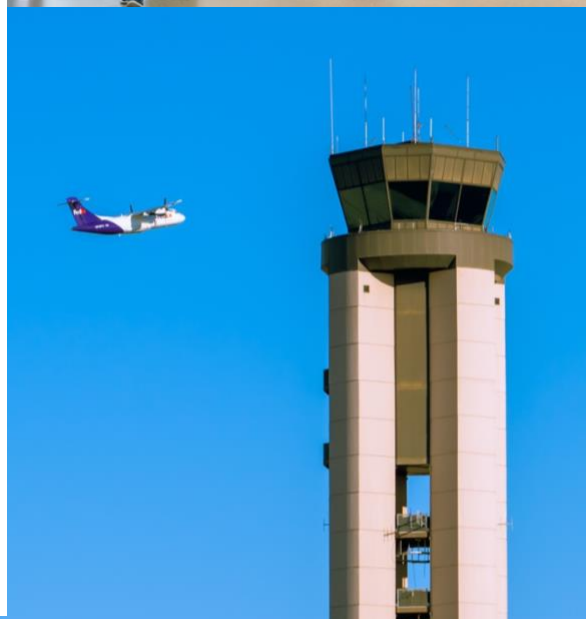
In-state candidates may transfer their law enforcement officer certification to another agency in NC provided he/she has less than a three-year break in service at time of appointment. In-state candidates with less than a three-year break in NC service may receive partial credit toward basic law enforcement training. Out-of-state candidates who are serving or have served as local or state law enforcement officers 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:

- is an individual with impeccable integrity and a proven record of consistency in managing both internal and external relationships in order to develop trust and to create opportunities for collaborative problem solving, strong stakeholder relationships and partnerships;
- experienced working in an airport environment and has expert skills in navigating the complexities of varying roles (e.g. need for building relationships, advocating for personnel, clear communication, ensuring mutual trust);
- is goal oriented, possessing high standards of self and others, thriving in a culture of high-performance expectations and personal accountability;
- models courteous engagement and outstanding customer service with travelers while ensuring clear and firm adherence to safety principles and laws;
- experienced across functional areas such as accreditation, patrol, support investigations, K-9, or other specialized units;
- appreciative of the significance of diversity within all aspects of the department and organization, and has developed innovative solutions to attracting, retaining and promoting diversity;
- consistently updating personal knowledge regarding public policy, public perception, and law enforcement trends and ensuring that knowledge is shared with stakeholders;
- skilled in budget development and management, policy development and application, progressive policing strategies and maintenance of effective service levels despite resource constraints;
- an outstanding communicator who speaks and writes clearly, assertively, and transparently with internal and external stakeholders;
- has a track record of public safety success that comes from a balance of engagement and enforcement; and,
- knowledgeable regarding the use of technology, data driven approaches to predict and prevent crime, and community-oriented policing.

Salary and Benefits:

Salaries are determined through a compensation calculation that evaluates experience and credentials for all positions. The Raleigh-Durham Airport Authority provides an excellent benefits package, including an Employee Incentive Program and participation in the North Carolina LGERS pension program. The hiring range is estimated between $131,000 to $190,000 but is ultimately determined based on the aforementioned calculation. The RDU International Airport provides an excellent benefits package.



To apply, please visit https://www.governmentjobs.com/careers/developmentalassociates and click on the Chief of Police – RDU International Airport.



- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the airport's employment application portal or any other external website.
- Resumes and cover letters are required and must be uploaded with the application.
- Applicants should apply by **November 12, 2026**.
- Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation interviews on **December 1-2, 2026.** Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Direct inquiries to hiring@developmentalassociates.com



The RDU International Airport is an Equal Opportunity Employer. The recruitment and selection process is being managed by Developmental Associates, LLC. To learn more about our selection process, visit https://developmentalassociates.com/client-openings/, select "Client Openings," and scroll down to "Important Information for Applicants."

DEVELOPMENTAL ASSOCIATES LLC



