

City of Newport News - Chief of Police

The City of Newport News, is seeking a **Chief of Police** to lead a dynamic and diverse police department that is CALEA accredited for Law Enforcement, Public Safety Communications and a Public Safety Training Academy. The police chief will be a transformative and visionary leader with a focus on community engagement as well as increasing trust and internal/external partnerships. The Chief of Police is the public face of the Newport News Police Department and fosters effective relationships with the community, elected officials, City administration, and the command staff, supervisors, officers and civilian members of the department. Possessing outstanding communication, advocacy and strategic thinking skills, the successful candidate will demonstrate a creative and proactive law enforcement background as a professional with a proven track record in effective change management, 21st Century Policing, and innovative strategic leadership. Newport News is a community that values diversity and demands an exceptional leader. **About the Police Department and Position Overview:** The Newport News Police Department is an award-winning department. The individual selected to be the next Chief of Police will lead a Department of approximately 440 sworn and 161 non-sworn employees with an annual budget of \$48,283,536. Employees work among six bureaus and divisions: Investigative Bureau, Management Services Bureau, Patrol Bureau, Support Bureau, Professional Standards Division and the Public Information Office. The vision of the Newport News Police Department is to “take a leading role in making Newport News a place where people want to live, work and play.” With a reputation for engaging the public in community conversations, the Newport News Police Department must redouble its efforts to engage with the community in unique and effective ways that create effective law enforcement outcomes. The City’s violent crime rate was up 9.5% for 2016 and is on track to increase 5.5% for 2017. This is a crucial challenge the Chief will be faced with and must play a vital role in working across the community to effectively address. The Chief is expected to play a visible and proactive role in the criminal justice system and create a path for the Newport News Police Department to further efforts that build relationships and create effective responses to reduce this statistic. Furthermore, the City Council adopted five strategic priorities that include a “Maximum Emphasis on Public Safety.” The three initiatives of this priority are: 1) Crime reduction and prevention, 2) Responsive EMS and Fire suppression services, and 3) Youth, gang and gun violence reduction. As a result, the city administration developed specific programs such as the C.R.I.M.E. Program, Citizen’s Police Academy, Citizen’s Fire Academy, and the Youth and Gang Violence Prevention Initiative. Creating a department that emphasizes excellence among personnel, esprit de corps and opportunities for officer development and growth, while balancing the external focus on community engagement, is essential for the next Chief of Police. A detailed description of the police department can be found at <https://www.nnva.gov/169/Police-Department>. **Qualifications:** The City seeks a law enforcement leader with a minimum of 15 years progressive law enforcement experience and 5 or more years of cross-functional and progressively responsible experience including administrative and command work at the rank of Assistant/Deputy Chief, major or higher; a BA/BS degree (Master’s Degree preferred). Must have graduated from the FBI National Academy, Southern Police Institute, Law Enforcement Executive Program, Law Enforcement Executive Leadership Institute, or other recognized long course executive law enforcement program. Must have a valid VA driver's license or the ability to obtain a valid VA driver's license within 60 days of hire. **Must have current certification as a municipal or local government law enforcement officer by his/her respective state or with no more than a one year break in full-time sworn service at the time of appointment.**

There is a residency requirement to live within the corporate city limits of Newport News within 12 months of appointment to the position. A relocation package is available. The former Chief of Police received an annual salary of \$177,559. Starting salary will depend on experience and qualifications. The City provides an excellent benefits package. Visit <https://www.nngov.com/498/Benefits> to learn more. **To confidentially apply for this**

position, please go to www.developmentalassociates.com, click "Client Openings" (or paste <https://www.developmentalassociates.com/client-openings/client-positions/> into your browser) and then click the **Chief of Police - Newport News** link. All applications must be fully completed and submitted via the online portal. The first review of applications will take place on February 6, 2018. An assessment center will be held March 8-9, 2018 in Newport News for selected semi-finalists. *All inquiries* should be emailed to NewportNewshiring@developmentalassociates.com. Additional information about the City is available at <https://www.nngov.com>. EEO Employer. The recruitment and selection process is being managed by Developmental Associates, LLC.