



# Lynchburg VIRGINIA



## Executive Recruitment

- **Police Captain**

### Lynchburg, Virginia

Lynchburg, Virginia, is a city that remembers its past while focusing on the future. It is a vibrant city with a responsive, results-oriented local government.



Lynchburg is a city of 50 square miles located near the center of

Virginia, bordered by the eastern edge of the Blue Ridge Mountains and approximately 180 miles southwest of Washington, D.C.

Lynchburg operates one of the top school systems in the state and is home to five colleges and universities. A city with outstanding culture, education, and recreation, Lynchburg operates 12 parks, 24 playgrounds, eight community centers, an Olympic-size pool, 34 tennis courts, and 26 baseball diamonds. Other nearby activities include hiking on the Appalachian Trail and swimming and boating on Smith Mountain Lake.

The Lynchburg Police Department is a dynamic, progressive agency serving a thriving city of nearly 84,000. The 176 sworn officers of the department partner with and protect residents and visitors through a community policing philosophy that prioritizes accountability and collaboration. LPD has countless opportunities for officers to participate in specialized units, including a K-9 Unit, Tactical Unit,

Intelligence Unit, Crime Scene Unit, SRO, Community Action Team, and many more. With a career progression system that allows officers to move from Police Officer to Police Officer III within four years of field training, the potential for growth in a career at the LPD is endless.

Since its foundation the LPD has remained at the forefront of modern policing, and today our officers receive advanced training, including field force, crisis intervention, interview and interrogation, investigations, leadership training. Members of the LPD make a difference in the lives of our community every day.



### LPD Captain

The Department is seeking a candidate with both operational and administrative law enforcement experience, who has knowledge of policing in an urban-based community, who is exceptional at internal and external relationship building, who has a history of positive collaboration across divisions and groups, and who has a strong desire to imbed themselves into the community. The Police Captain will be responsible and accountable for duties including the following:



- Responsible for planning, assigning, reviewing, and supervising the work of subordinates
- Develops, plans and implements division goals and objectives; recommends and administers policies and procedures
- Researches, drafts, or recommends new or revised division work methods, procedures, and policies
- Devises more effective and efficient methods and procedures of providing police services to the public
- Interprets and explains orders, policies, practices and procedures and other operational information to subordinate personnel
- Participates in internal investigative reviews
- Assumes command of large-scale and/or critical incident situations
- Coordinates with other law enforcement or emergency agencies as appropriate
- Addresses diverse socio-economic groups about police and community concerns
- Oversees the investigation of major cases
- Coordinates the implementation of effective division-wide diversity initiatives. Facilitates staff development on such issues as diversity and creating a respectful working environment
- Participates in the development and planning of recruitment and promotional processes and training and staff development programs
- Develops, implements, and evaluates programs and special operations
- Represents the department at City, community, inter-agency, or state-wide meetings
- Conducts staff meetings to keep staff informed in a timely and effective manner
- Identifies needed equipment and prepares appropriate budget requests
- Responds to citizen complaints and questions regarding division personnel and activities
- Initiates and monitors the implementation of division goals and operational procedures
- Reviews reports and performance of supervisors and personnel to assure acceptable levels of work accomplishment, compliance with departmental standards, and to detect work deficiencies.
- Assumes the duties of the Deputy Chief when absent.



### **OUR MISSION**

*We partner with our community and protect our citizens, while respecting the rights and dignity of all persons. Everything we do is centered on this statement and we ultimately accomplish this by:*

- *Providing a safe environment for the community*
- *Developing our personnel and fostering strong internal relationships*
- *Investing in community relationships and partnerships*

*Our intentional focus on accountability, buy-in, and collaboration within the department and the community helps ensure our success.*

### **Minimum Education/Experience**

The requirements listed are representative of the knowledge, skills, and abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Associate's Degree from an accredited college or university, or the equivalent of 60 credit hours toward a Bachelor's degree. Bachelor's degree preferred.
- A minimum of 10 years of Virginia certified law enforcement experience.
- Must possess a current Virginia DCJS law enforcement officer certification.
- Two years' experience as a police Lieutenant or equivalent-level command position in a law enforcement organization of similar size and functional responsibility.
- Must have successfully completed a recognized university-level management training program. Acceptable schools include, but are not limited to: FBI National Academy, Administrative Officers Management Program (North Carolina State), National Criminal Justice Command College (University of Virginia), Southern Police Institute Administrative Officers Course (University of Louisville), and School of Police Staff and Command (Northwestern University).
- Prior to employment, external candidates must complete the LPD application process which includes a polygraph examination, psychological examination, background investigation, physical examination, and medical examination.



## Other Qualifications

Other qualifications for the position include:

- Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of organization.
- Ability to calculate figures and amounts such as discounts, interest, commissions, proportions, percentages, area, circumference, and volume. Ability to apply concepts of basic algebra and geometry.
- Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.
- Solid interpersonal skills, including conflict resolution skills, required for work with individual citizens or other employees.
- Possession of valid Driver's License issued by the Commonwealth of Virginia and acceptable driving record according to City criteria;
- Must successfully complete IS100 and IS700 National Incident Management (NIMS) training within 90 days of employment. May also be required to complete higher levels of NIMS training as determined appropriate for the position.

***For more information and a complete job description visit us online:***

***<https://esci.us/executive-search/current-executive-recruitments/>***



### Lynchburg Police Department – Captain

Salary range: \$109,532.80 to \$117,617.76

*Starting salary is dependent upon experience and qualifications. The City also includes an excellent benefits package.*

Please submit a signed and completed application, resume and any other relevant supporting documentation

**no later than 5:00PM ET on Tuesday, July 5, 2022**

Application materials must be sent electronically, with return receipt request, to:  
**[recruitment@esci.us](mailto:recruitment@esci.us)**