



You could be the next **Chief of Police (COP)** of the Town of Chapel Hill, NC Police Department if you...

- recognize that law enforcement agencies and communities are experiencing stressors that require proactive and innovative leadership;
- have excellent interpersonal skills and the demonstrated ability to unite communities around common goals;
- understand that department morale drives recruitment, retention, and excellence in service delivery and actively works to establish a positive working culture;
- apply an equity lens that infuses principles of diversity, inclusion, and belonging from program conception through decision-making and implementation;
- are diplomatic and effective in advocating for the needs of the department and its staff.

The next Chapel Hill **COP** will join a progressive police department that is committed to growing and strengthening community relationships and partnerships. The **COP** must have experience collaborating with community partners and navigating strategic efforts to drive positive change for social issues such as homelessness. The successful **COP** will immerse him/herself in the community becoming a trusted and respectful leader, holding him/herself and the department to high standards of excellence.

About the Department and Position:

With a \$12M budget and 119 employees, the Town of Chapel Hill Police Department (CHPD) provides Patrol functions, Investigations, Traffic enforcement/education, Community Services, a Crisis Unit, Police Records, Taxi and Towing Permits, Legal unit, Training, and School Resource Officers.

The Crisis Unit is a 24-hour co-response team that provides onsite emergency response with officers to individuals in crisis situations. The Crisis Unit was established in 1973 as one of the earliest examples of law enforcement and human services professionals working together. The Unit is composed of Mental Health Counselors, Social Workers, and Forensic Psychologists.

The Town of Chapel Hill believes that transparency builds trust and is committed to accessible, accountable, and transparent government practices. As a result of the death of George Floyd, the CHPD swiftly built stricter standards of efficiency and conduct, while also increasing their legitimacy to the public and encouraging innovation. The department is often in the forefront of progressive policies and innovative services. Their holistic approach to policing results in strategic partnerships through the "*Community Safety Partnership*," to support fair and equitable services to all.

The "*Community Safety Partnership*," features employees from across Orange County who are trained to report motor vehicle accidents, reckless/impaired drivers, crimes in progress, audible alarms, overcrowding of bars or restaurants, blocked or obstructed fire hydrants, damage to firefighting equipment, parking in fire lanes, illegal burning, environmental issues, other hazardous conditions, and water main breaks. The partnership involves local law enforcement, public works and sanitation workers, and employees from other divisions such as water services, landscaping, and others. The CHPD, Chapel Hill Fire Department, Carrboro Police Department, Carrboro Fire Department, Orange Water and Sewer Authority, and Orange County Emergency Management Services provide training for participants from partnering entities with the CHPD serving as the lead training entity for

the Community Services Partnership. The CHPD also works closely with The University of North Carolina – Chapel Hill, a key community partner to create an environment where students, residents, and visitors feel safe in the community.

Additionally, the CHPD prides itself on being a department inclusive of all and therefore, has various liaisons that partner with divisions within the police department to fairly and equitably address issues affecting several minority groups including Latinos and the LGBTQ community. The Hispanic/Latino Community Liaison Officer seeks to connect with the Latino population, the fastest growing minority in NC, which is steadily growing in the town and surrounding areas. The department also has a LGBTQ+ Police Liaison who serves as a liaison between the Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) community and the CHPD. The Liaison provides community members with a point of contact for addressing and elevating the concerns of the LGBTQ+ community related to public safety and policing.

The CHPD prides itself in being the “Guardians of the Hill.” Furthermore, the CHPD’s community partnership efforts resulted in the creation of the Criminal Justice Resource Department (CJRD) which was strategically developed to safely reduce unnecessary pretrial incarceration, increase jail alternatives and diversion opportunities, reduce the number of individuals with behavioral health issues facing justice involvement and incarceration, reduce recidivism, reduce racial and economic disparities, and increase public safety by providing treatment and support for individuals involved in Orange County’s criminal legal system.

The **Chief of Police** will be a strong collaborator – one who is accessible, present, and involved in the community. This law enforcement executive will be recognized by their peers as being a highly effective listener who will demonstrate empathy in their interactions with community members and stakeholders. From talking to a homeless individual to deescalating a crisis and coaching employees, the **Chief of Police** functions well in a fast-paced, ever-changing environment and makes strategic and swift decisions to ensure the safety of all. The next **Chief of Police** must be eager and enthusiastic to continue to enhance the CHPD’s community partnership initiatives to best support community members and their needs.

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 5 years at the command level and at least 5 years of budget development/management 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.

Salary and Benefits: The hiring range for the position is \$126,267- \$170,000. The Town's excellent benefits package can be viewed [here](#).

To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Chief of Police – Town of Chapel Hill, NC** title. To learn more about the selection process, visit <https://developmentalassociates.com/client-openings/>, select “*Client Openings*” and scroll down to “*Important Information for Applicants.*” All applications must be submitted online via the Developmental Associates application portal – NOT the Town Employment Application portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters must be uploaded with the application. Applicants are encouraged to apply by October 1, 2022. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on November 3-4, 2022. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate. All *inquiries* should be emailed to hire@developmentalassociates.com. The Town of Chapel Hill is an Equal Opportunity Employer.

The recruitment and selection process are being managed by Developmental Associates, LLC.