**Chief of Police Recruitment**

Opportunity

The City of Norfolk, Virginia, is seeking its next Chief of Police and has received public input from residents, neighborhood civic leagues and community groups regarding the qualities they want to see in the next police chief.

The City of Norfolk is seeking a Police Chief with a history implementing 21st-century policing strategies with an innovative approach to solving the unique challenges faced by the City’s urban waterside community. The ideal candidate must possess exceptional interpersonal skills and a demonstrated history of leadership and management.

Norfolk is the cultural, educational, business, and medical center of the Hampton Roads Region. The City hosts the region’s international airport, is home to one of the busiest international ports on the east coast and Naval Station Norfolk, the world’s largest naval station and headquarters and home port of the U.S. Navy’s Fleet Forces Command. The Norfolk Police Department serves approximately 240,000 people and covers 96.3 square miles of incorporated territory.

The new Chief of Police must be an effective and inspiring leader who will ensure that the department is held to the highest professional standards while fostering a supportive and collaborative environment within the department and the Norfolk community. The ideal candidate must be open-minded, respectful of differing views, and straightforward while possessing the courage to confront modern-day policing challenges with diplomacy. The Chief of Police must be able to collaborate with community partners and inter-governmental agencies to provide strategic, integrated public safety services.

The Chief of Police serves as the liaison between the department and community organizations and must foster a positive and trusting relationship with residents. The Chief of Police must also maintain an open dialogue with the community to effectively communicate public safety efforts in the City. The Chief of Police will also be essential to the planning and execution of Emergency Action Plans given the range of events that our community experiences.

Requirements

The position requires a bachelor's degree from an accredited college or university in a subject/field related to law enforcement and three years’ experience as Assistant Chief of Police or the equivalent of seven years’ experience as a high-level management /executive police officer. Experience in an equivalently sized city and advanced management training is considered a plus. Norfolk residency is required.

The salary and benefits for this at-will position are attractive and highly competitive for the role and expectations. Contact Morris & McDaniel for further details on compensation and benefits.

This is a confidential process and will be managed accordingly throughout the various stages. Prospective candidates are encouraged to contact Morris & McDaniel Consultants Inc. for additional information that may help them evaluate this opportunity. Candidates should apply no later than Friday, November 25, 2022, at 5 pm EST, by emailing a cover letter, comprehensive resume, and list of 5 references to applyforNorfolkPoliceChief@morrisandmcdaniel.com.

Candidate should expect two phases in this selection process: Remote and In-person assessment. Only the most highly qualified candidates will be invited to participate in an in-person assessment process in December.

Confidential inquiries about this career opportunity should be directed to:

Morris & McDaniel Consultants

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Department Overview

The Norfolk Police Department is committed to represent one of the most diverse cities in the region. The Department is comprised of 610 full time employees serving 2 precincts with an $80.2 million budget in FY 23. The City of Norfolk is home to over 244,000 residents from all walks of life that include an array of social, economic, and ethnic groups. It is the Norfolk Police Department’s mission is to recruit, attract, and maintain a diverse work agency that will represent our city, citizens, and the communities we serve. More information about the department and the city workforces are available in our [Diversity Dashboard](https://app.powerbigov.us/view?r=eyJrIjoiZTlmZjc0ZjItZTE5Yy00MTc5LTgwNWMtMzA2MDg5NmVkMDk5IiwidCI6IjUzODZkMzU1LTJmYWUtNGZlOC05MTc0LWI4OWU0MDhiYTk5MSJ9).

For more information about the City’s efforts to increase employment within the Police Department please visit [www.npdjobs.com](http://www.npdjobs.com)

For more information about the City of Norfolk please visit [www.norfolk.gov](http://www.norfolk.gov) and [Chief of Police Recruitment | City of Norfolk, Virginia - Official Website](https://www.norfolk.gov/ChiefRecruitment)