



The Town of Kernersville – in the Triad area of NC – seeks a patient and genuine law enforcement leader to serve as its next **Chief of Police**. The **Chief** must be an excellent communicator, highly competent in policing methods, who remains calm in crisis and demonstrates impeccable decision-making and problem-solving. The next **Chief of Police** will immerse him/herself in an actively engaged community which highly values and appreciates its police department. The **Chief** will commit to continuing and enhancing the department's legacy of community trust, engagement and positive relationship building while strategically planning for impending growth within the community and engaging the community in that process.

The **Chief's** experience must have depth and breadth - from experience equipping staff to address and respond to social justice issues to implementing effective response protocols – the **Chief** will have demonstrable success in proactive methods to support emergency response and crime prevention. This leader will embrace the culture of the Kernersville Police Department – a cohesive department with high morale in a strong financial position. Department staff desire a humble and approachable leader who is recognized by their current or former staff as being an inspiration – a leader who is steady, highly respected and trusted. This law enforcement professional identifies with and recognizes the importance of continued education and development and will elevate the department to be a learning agency that seeks and utilizes best practices in law enforcement.

About the Organization, Department and Position:

The Town of Kernersville operates under the Council-Manager form of government with the Town Manager reporting to six at-large elected officials, the Mayor and the Board of Aldermen. The Town employs 280 employees, including the Chief of Police position, across 9 departments. The FY 22-23 general fund budget of \$43.2M is supported by a tax rate of \$.559 per \$100 of assessed tax value.

The Kernersville Police Department (KPD) houses its base of operations in the Stockton Law Enforcement Center. The entrance of the Center is flanked by the Protector Statue inscribed with the words “to wear the badge is a choice; To serve the public is an honor.” This statue symbolizes the trust and confidence that the community members of the Town of Kernersville can expect.

Located in the heart of the downtown area, the KPD is steeped in time-honored tradition and history. An officer can still be seen walking the beat downtown, standing at attention with head bowed and hand over their heart as a funeral procession goes by and where vehicle unlocks and jump starts are still a service to community members.

The KPD's highest priority is protecting the freedom and constitutional rights of the community members as guaranteed by the Constitution of the United States of America. Through dedicated service to the community and by upholding the integrity, provide and professional standards of the Town of Kernersville municipal system,

the department staff fulfill this mission. Department staff hold their appointments as a symbol of public faith and trust. They maintain a courteous attitude in the performance of their duty commensurate with their highly visible role in the community as public employees.

The department strives to provide a higher level of service by starting and supporting initiatives which help raise the quality of life of the Kernersville community. From coffee or lunch with a Cop to shopping with a Cop to a collaborative food pantry drive and community education programs, the KPD is deeply passionate about its service both to and within the community of Kernersville.

Managing the department's budget of \$10.4 million and overseeing a staff of 90 (71 sworn officers, 19 non-sworn), the Chief will uphold the department's mission to ensure police services are provided for, and with, the community in a legal, ethical and professional manner. A collaborative, solutions-oriented leader, the **Chief** willingly engages with key stakeholders and other regional law enforcement agencies.

The **Chief** will evaluate and assess crime trends and proactively address crime in Kernersville that filters in from surrounding areas while maintaining safety in the Town. The next **Chief** will utilize best practices to improve communication within the department and the community with an emphasis on improving consistency, methods, and policies for communication through social media platforms.

Qualifications:

The Town of Kernersville seeks a law enforcement leader with a minimum of 10 years of progressive law enforcement experience and 5-7 years of cross-functional and progressively responsible experience including administrative and command work at rank of Captain or higher. A BA/BS degree is **required**. Executive law enforcement training (e.g. FBI National Academy, SMIP, FBI LEEDA, Administrative Officers Management Program, etc.) is **preferred**. *Candidates must have current certification as a municipal or local government law enforcement officer by his/her respective state or with no more than a three-year break in full-time sworn service at time of appointment.* Please note that North Carolina law does not recognize nor have a reciprocal relationship with Federal law enforcement certification. A valid NC driver's license is **required** or the ability to obtain a valid NC driver's license within 60 days of relocating to NC. For information regarding transfers, please refer to the full job posting via the link below.

Salary and Benefits: The anticipated hiring range for the Chief of Police is \$109,416 – \$120,000. The Town offers a comprehensive benefits package including health and dental insurance as well as participation in the Contributory Retirement System (LGERS) with an employer match. For more information about the Town's benefits, click [here](#). Residency within the Town limits is preferred but not required. An acceptable response time to after-hours emergencies is **required**.

To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Chief of Police – Town of Kernersville, 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 must apply by April 6, 2023. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on May 4-5, 2023. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate. All inquiries should be emailed to hiring@developmentalassociates.com. The Town of Kernersville is an Equal Opportunity Employer. The recruitment and selection process are being managed by Developmental Associates, LLC.