

Raleigh, North Carolina, is seeking an experienced
police executive to serve as the next

Chief of Police



CITY PROFILE

During the past 30 years, growth in Raleigh and the surrounding Research Triangle Region has consistently and significantly outpaced the nation. Fueled by an impressive mix of education, ingenuity and collaboration, North Carolina's capital city has become an internationally recognized leader in life science and technology innovation. It also happens to be a really nice place to live.

(source: Raleigh Office of Economic Development)





The Raleigh Community

The City of Raleigh, founded in 1792, is the second largest city in North Carolina. It's situated in the heart of North Carolina's Piedmont region, which is centered between the sandy Atlantic beaches and the Great Smoky Mountains. The City is both the county seat of Wake County and the capital of North Carolina. Raleigh covers an area of more than 149 square miles and is home to a growing and diverse population. Together with Chapel Hill and Durham, Raleigh forms the Research Triangle, which was founded in 1959. The Raleigh-Cary metropolitan area includes Wake, Franklin and Johnston counties with a population of almost 1.5 million.

The City of Raleigh has been listed as one of the fastest growing cities for many years — the City's current population is approaching 500,000 people, up from 291,141 in the 2000 Census. Raleigh is known for its high quality of life for its residents.

Below are some recent national recognitions for the City:

- Best-Performing Large Metro Area
- Milken Institute, February 2025
- No. 1 Most Livable City
- Far & Wide, December 2024
- Top five fastest growing areas for older Americans in 2020-2023
- Triangle Business Journal, December 2024
- Raleigh Offers the Best Quality of Life on the U.S. East Coast
- Travel & Leisure, September 2024
- One of the Safest Large Cities in the U.S. for 2024
- Far & Wide, January 2024





Form of Government

The City of Raleigh operates under a charter-mandated Council-Manager form of government. The City is governed by a Mayor and seven Council members, with the Mayor and two Council members elected at large and the remaining five Council members elected from five districts within the City. The Mayor and Council members each have an equal vote. The City Council establishes policies, enacts ordinances, approves the City budget, and appoints the City Manager, City Attorney, and City Clerk. The City Manager administers the daily operations and programs of the City through the department heads, other staff members and employees. The Police Chief reports to the City Manager or Designee.



Recent Challenges

Like other cities and towns across the country, Raleigh is experiencing rapid growth and evolving community needs. The City is navigating an expanding population that demands increased public safety services and a proactive approach to addressing gun violence. With growth comes the challenge of ensuring that public safety infrastructure keeps pace, maintaining the trust and confidence of a diverse and dynamic community.

Raleigh is dedicated to fostering an inclusive environment that embraces diversity and addresses social inequities. The City has implemented numerous initiatives to enhance community engagement, strengthen relationships between law enforcement and residents, and promote equitable policing practices.

As Raleigh continues to grow and adapt, the City's ongoing commitment to safety and service remains a top priority. The next Chief of Police should be prepared to lead the department in addressing the challenges of city growth and public safety, with a focus on reducing gun violence and ensuring a high quality of life for all residents.

Department Profile

The goal of the Raleigh Police Department is to make Raleigh one of the safest cities in America. To do that, the department continually advances strategies that prevent crime. It finds ways to engage the community in taking steps that help minimize opportunities for victimization. RPD explores appropriate policy direction with the Mayor and City Council and seeks solutions to the complex community problems that contribute to crime and disorder.

Our Mission

IN THE SPIRIT OF SERVICE, THE RALEIGH POLICE DEPARTMENT EXISTS TO PRESERVE AND IMPROVE THE QUALITY OF LIFE, INSTILL PEACE, AND PROTECT PROPERTY THROUGH UNWAVERING ATTENTION TO OUR DUTIES IN PARTNERSHIP WITH THE COMMUNITY.

Our Vision

THE RALEIGH POLICE DEPARTMENT PROMOTES A POSITIVE LEVEL OF REAL AND PERCEIVED SAFETY WITHIN THE CITY OF RALEIGH THAT REFLECTS A THRIVING ATMOSPHERE IN WHICH TO LIVE, WORK, AND PLAY.



Our Values

Our core values are fundamental convictions and beliefs that we hold so firmly that they cannot be altered by circumstances. Our values and how we define our values serve as our ethical compass in making decisions and taking actions.

Service:

We set the highest possible standard of excellence as we serve and protect the community; seeking to maximize the benefits we provide in the interest of community well-being.

Courage:

Our valor proves us worthy of the trust given to us by this community. Our words and actions demonstrate the willingness to venture into danger and difficulty when our duties call for it.

Fairness:

We practice impartiality, equity, and honesty without self-interest, prejudice, and favoritism. We treat people with dignity and respect.

Integrity:

We strive to be forthright and honest in all of our affairs and to maintain the highest moral and ethical standards of character and conduct. We are accountable for our duties and actions. We will freely give reasons for our actions and accept responsibility for them.

Compassion:

We continually remember that our work involves interactions with people, many of whom are undergoing trying circumstances. We display patience and sympathy for those in distress as we work to alleviate harm and suffering.

Department Overview

The Raleigh Police Department works in partnership with the community to identify and address conditions that give rise to crime. The Department employs a policing approach that emphasizes the importance of maintaining a full range of enforcement priorities, including quality-of-life issues and violations that breed more serious crime. Through the dedicated service of officers and civilians, district policing, innovative programs, effective use of technology, and enhanced relationships between residents and the police, the Department is confronting crime in Raleigh and continuing to make the City an even better place to live, work, visit and conduct business.



RPD is currently allotted 797 full-time SWORN employees and 126 civilian FTEs. The Department is divided into five Divisions each managed by a police major who reports to a deputy chief.

Our Key Guiding & Governing Documents:

- The City of Raleigh Strategic Plan
- Raleigh Police Department Departmental Operating Instructions
- North Carolina General Statutes
- City of Raleigh Administrative Regulations
- The United States Constitution
- Final Report of the President's Task Force on 21st Century Policing
- Matrix Resource Allocation Analysis
- Firearms Violence Reduction Strategy



Candidate Profile

The Police Chief reports to the City Manager or Designee and is responsible for the direction and oversight of the police department. RPD provides patrol and emergency response, crime prevention and investigation, animal control, community education, records, and other related police functions.

The City of Raleigh is looking for an exceptional leader with at least 10 years of progressively responsible, related experience that includes significant management and supervisory experience, preferably in a similarly sized city and police department operation.

Qualified candidates will clearly exemplify the City's organizational values of responsiveness, integrity, respect, collaboration, honesty, diversity, stewardship, and initiative. Advanced skills in project management, planning, and formulating strategies and policies in response to emergent technological opportunities and challenges will be essential.

The selected candidate will evaluate the department's operations and work to advance new initiatives to improve how services are delivered. The ideal candidate will maximize the department's community policing and crime reduction strategies while emphasizing accountability and transparency. The selected candidate will have a track record of promoting diversity within the department and demonstrate a genuine cultural competency that will allow them to navigate complex issues while respecting individual differences. Like many cities, Raleigh faces challenges associated with recruiting qualified and diverse applicants. The Police Chief will address recruiting strategically to ensure a strong and healthy workforce. The Chief will have experience with restorative justice programs but will balance the need to address community safety in all neighborhoods with the ideal to advance such programs.

Compensation and Benefits

The City of Raleigh plans to offer a competitive salary commensurate with the successful candidate's qualifications and experience. When you join the City of Raleigh's work family, your benefits are an important part of your "total rewards." The City provides a comprehensive benefits package as part of the total rewards program to support employees through important events in their life, to enhance their life outside work, and to help them plan and prepare for the future. The City also participates in the North Carolina Local Governmental Employees' Retirement System (NCLGERS). [City of Raleigh Benefits](#)

Application and Selection Process

Qualified candidates should submit their cover letter and resume online by visiting our website at www.governmentjobs.com/careers/raleighnc. This position will remain open until February 14, 2025. Following this date, applications will be screened against criteria outlined in this brochure. Interviews with the City of Raleigh will be offered to those candidates named as finalists, with reference checks, background checks and academic verifications conducted after receiving candidates' consent.



Raleigh

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