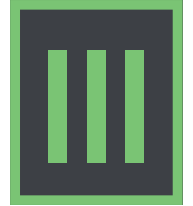
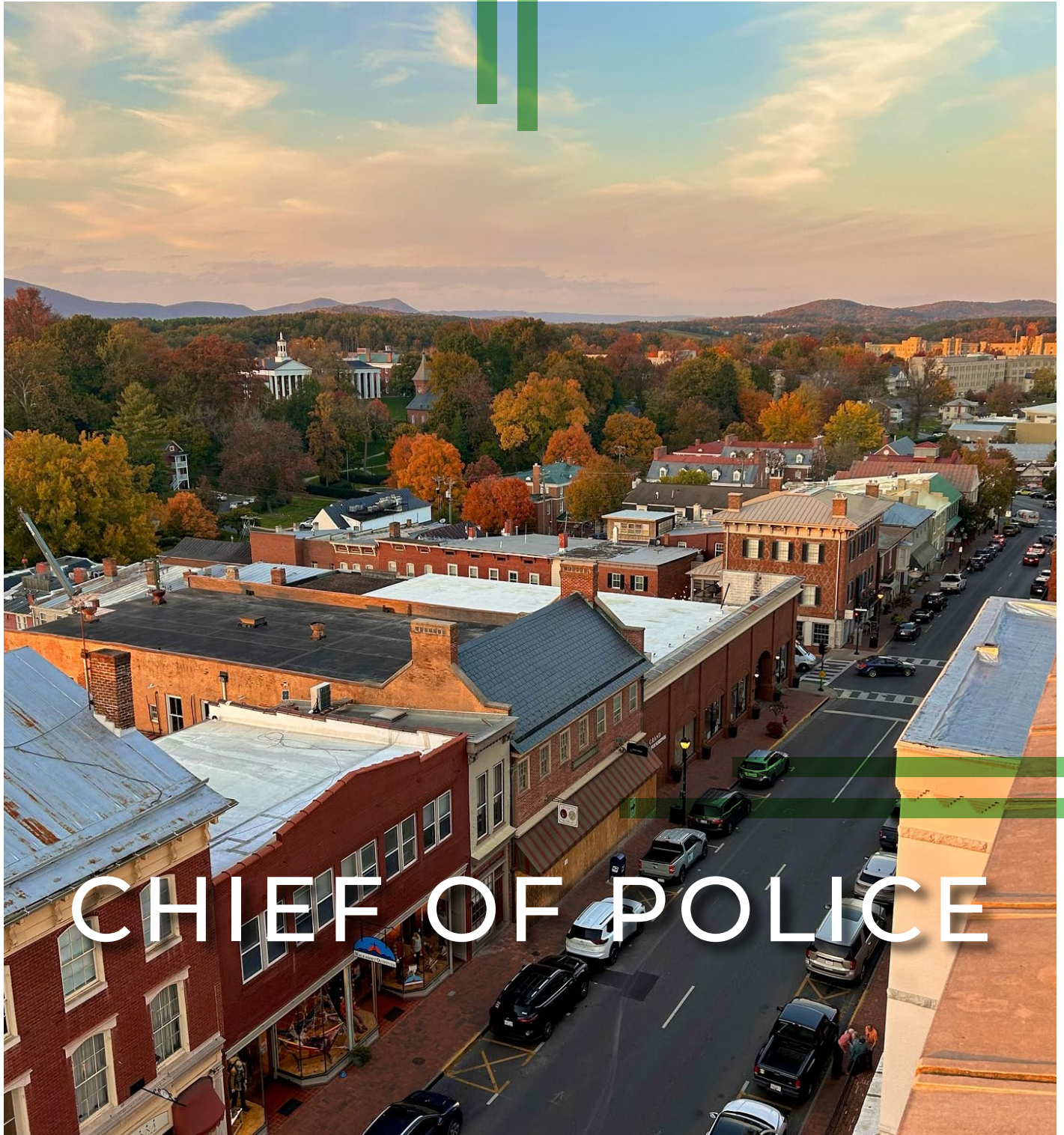


A NATIONAL SEARCH
is underway for a new Chief of Police



Lexington, VA



LEXINGTON, VA

THE 01. OPPORTUNITY



The City of Lexington, Virginia, is seeking a collaborative, service-minded, and community-focused professional to serve as its next Chief of Police.

This is a rare opportunity to lead a highly dedicated department in one of Virginia's most beautiful and historic communities.

At this pivotal moment, the next Chief will step into an organization shaped by both promise and transition. With many new officers and recently promoted leaders, the department is in the process of building its internal capacity. The ideal candidate will excel in leadership development, setting the tone for coaching, mentoring, and building leadership skills across the ranks.

Crucially, stakeholders have expressed a strong desire for a leader committed for the long term—someone who views Lexington not as a stepping-stone, but as a place to invest in, serve, and grow with for years to come. The Chief will be expected to cultivate a culture of stability, accountability, and professional pride.

In addition to internal growth, the Chief will champion external engagement and regional collaboration. Strengthening partnerships with the Rockbridge County Sheriff's Office, the Virginia Military Institute Police Department, nearby municipal departments, and regional public safety stakeholders will be a key part of the role. The Chief will lead the department in building relationships, enhancing joint operations, and positioning the agency as a trusted, collaborative partner.

Finally, this role offers the next Chief the chance to build a lasting legacy—one defined by a workforce developed from within, deepened trust across the community, and a resilient policing model aligned with Lexington's values. If you are a leader ready to combine strategic vision, operational backbone, and servant leadership in a welcoming and yet close-knit environment, this is an exceptional place to make your mark.



THE 02. COMMUNITY

Nestled in the scenic Shenandoah Valley between the Blue Ridge and Allegheny Mountains, Lexington is a vibrant and historic community of approximately 7,300 residents.

It is the county seat of Rockbridge County and is renowned for its well-preserved architecture, educational institutions, and natural beauty.

Lexington is home to both Washington and Lee University and the Virginia Military Institute (VMI), infusing the city with intellectual energy, athletic tradition, and cultural depth. The downtown area is walkable and charming, filled with locally owned shops, restaurants, galleries, and historic sites. For those who enjoy the outdoors, the Maury River, the nearby Blue Ridge Parkway, and hiking trails offer abundant opportunities for recreation and connection with nature.

Residents take pride in a sense of community where people know their neighbors, and where public safety is a shared value. The City's rich heritage—historical, architectural, and educational—adds to its unique identity. Lexington also benefits from a cost of living that remains moderate compared with larger urban centers, making it an attractive option for professionals seeking a meaningful place to live.

Events like parades, festivals, university sporting events, and community celebrations thread the city with civic engagement and neighbor-to-neighbor connection. Lexington's combination of historic charm, natural surroundings, strong civic institutions, and small-town warmth make it one of Virginia's most desirable places to live and work.





THE 03. GOVERNMENT

Lexington operates under a Council-Manager form of government.

The elected City Council comprises six members plus a Mayor, all serving as the policy-making body. The City Manager—appointed by Council—is responsible for daily operations and oversees all city departments, including the Police Department.

The municipal government manages an annual operating budget of approximately \$42.3 million, supporting around 93 full-time staff, 20 part-time staff, and services the city's core functions including public safety, public works, parks and recreation, and community development.

In this governance structure, the Chief of Police is a senior member of the executive team, partnering closely with the City Manager, department directors, and elected officials. The role demands not only operational leadership but also strategic alignment with city-wide priorities such as downtown revitalization, economic growth, environmental stewardship, and continued civic engagement.

The successful Chief will be adept at navigating the interplay between municipal governance, departmental operations, and community expectations—serving as both a leader inside the agency and a trusted ambassador externally.



THE POLICE DEPARTMENT.

The Lexington Police Department (LPD) provides full-service public safety for the city's residents, businesses, and visitors.

Staffed by a committed team of sworn officers and civilian professionals, the department is dedicated to professionalism, community engagement, and transparency.

With an annual budget of \$2.5 million, the chief is assisted by an authorized staff comprised of the following: one captain, one lieutenant, four sergeants, four corporals, four police officers, two criminal detectives, a school resource officer, an executive assistant, a records manager, and an accreditation manager.

LPD is at a moment of growth and renewal—given a substantial number of new officers and recently elevated supervisors. As such, the next Chief will be instrumental in cultivating leadership capacity, reinforcing foundational skills, and instilling a culture of accountability and collaboration.

One of the next chief's priorities will be to build inter-agency relationships regionally. The Chief will actively work to build trust and deepen partnerships with neighboring law enforcement, emergency services, and regional security stakeholders, ensuring coordinated responses, shared training, and joint community initiatives.

There is also strong potential to enhance community-police engagement, cultivate advanced training and supervision practices, and develop the next generation of internal leaders who understand both the unique environment of Lexington and broader best practices in contemporary policing.

THE IDEAL CANDIDATE

The ideal Chief of Police for Lexington will be a committed, community-anchored leader—someone who views the role as a calling.

The city seeks a Chief who embodies the following qualities:

- **Long-Term Commitment:** Dedicated to building stability and staying invested in the department and community for the foreseeable future.
- **Mentorship & Leadership Development:** Skilled at training and empowering newer officers and supervisors to become confident, capable leaders.
- **Bridge Builder:** Diplomatic and collaborative, able to strengthen inter-agency relationships across the region.
- **Community Connection:** Visible, approachable, and engaged in city life; leads with empathy and authenticity.
- **Integrity & Accountability:** Consistent in decision-making and transparent in leadership.
- **Strategic & Visionary:** Skilled in organizational planning, policy development, and continuous improvement.
- **Calm Under Pressure:** Maintains composure and professionalism during high-stress or politically sensitive situations.
- **Servant Leader:** Leads with humility, focusing on service, trust, and shared success.

This is an opportunity for a leader who wants to put down roots and make a real difference in the lives of officers and residents alike.



06. QUALIFYING CRITERIA

- Fifteen (15) or more years of progressive law enforcement experience, with at least ten (10) years of supervisory experience with five (5) of those years in a command role.
- Bachelor's degree in criminal justice, public administration, or a related field is required; a master's degree is preferred.
- Executive-level leadership training (FBI National Academy, PERF, or equivalent) desirable.
- Certification or eligibility for certification as a law enforcement officer in the Commonwealth of Virginia.
- Demonstrated success in leadership development, community engagement, and inter-agency cooperation.



07. COMPENSATION & BENEFITS

The City of Lexington offers a competitive salary of \$113,661 to \$136,098, commensurate with experience and qualifications, along with an excellent benefits package that includes health insurance, paid leave, and participation in the Retirement System, which includes the LEOS hazardous duty pay supplement.



08. APPLICATION PROCEDURES



APPLY TODAY!

Public Sector Search & Consulting, Inc. encourages prospective candidates to contact Mr. Justin Doll for additional information that may help them evaluate this excellent opportunity. This position is “open” until a final selection has been made. For optimal consideration, candidates should apply by November 26th, 2025. Candidates are strongly encouraged to apply early for optimal consideration. Submissions should include a cover letter, resume, and references and should be sent to: apply@publicsectorsearch.com.

Only the most highly qualified candidates will be invited to participate in the in-person selection process in January 2026. The top candidates will be forwarded to City Manager Tom Carroll for consideration. An offer, contingent on the remainder of the hiring process, will follow. Ideally, the new Chief of Police will join the Lexington Police Department in February 2026, or upon a mutually agreed upon date.

APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

(916) 789-9990 (office)

www.publicsectorsearch.com

Mr. Justin Doll, Senior Consultant - Chief of Police (Ret.)

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EQUAL OPPORTUNITY STATEMENT

The City of Lexington is an Equal Employment Opportunity employer. We adhere to a policy of making employment decisions without regard to race, color, religion, sex, sexual orientation, national origin, citizenship, age, or disability. Your opportunity for employment with this City depends solely on your qualifications.



Raising the bar for Public Sector Search

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