

## City of Durham - Chief of Police

The City of Durham, is seeking a **Chief of Police** to lead a dynamic and diverse, CALEA accredited Police Department. The police chief will be a transformative and visionary leader with a focus on community engagement as well as increasing trust and partnerships. The Chief of Police is the public face of the Durham Police Department and must be able to foster effective relationships with the community, elected officials, City administration, and the command staff, supervisors, officers and civilian members of the department. Possessing outstanding communication, advocacy and strategic thinking skills, the successful candidate will be a creative and proactive law enforcement professional with a proven track record in effective change management, 21<sup>st</sup> Century Policing, and innovative strategic leadership. Durham is a community that values diversity and demands an exceptional leader to be its next Police Chief. **City Government, Police Department and Position Overview:** The City of Durham operates under a Council/Manager form of government. The City has a budget of \$388.1M, AAA bond ratings and approximately 2500 employees working across 24 departments. The Police Chief reports to the City Manager. The individual selected to be the next Chief of Police will lead a Department of approximately 512 sworn and 116 non-sworn employees with an annual budget of \$56M. Employees work among five bureaus: Executive Office of the Chief (which includes the Public Information Officer), Investigative Bureau, Administrative Bureau, Patrol Bureau, and Professional Standards Bureau. The department's 628 authorized personnel work within over 20 separate divisions, special units or offices. With a reputation for excellence in utilizing intelligence-led policing strategies, the Durham Police Department is redoubling its efforts to engage the community in unique and effective ways that create effective partnerships. The department offers over 10 programs for community involvement including the nationally recognized National Night Out program, Citizen's Police Academy, Durham Businesses Against Crime, Citizen's Observer Patrol, and Project Safe Neighborhoods among others. Durham's violent crime rate was up 15% for 2014 and is on track to be up 16% in 2015. This is a crucial challenge the Chief will be faced with and must play a vital role in working across the community to problem solve, collaborate and create partnerships. The Chief is expected to play a visible and proactive role in the criminal justice system to create a path for the Durham Police Department to be a leader in building trust and relationships to create effective responses to reduce this statistic. A detailed description of the police department can be found at <http://durhamnc.gov/700/Public-Reports>. Additional information is at <http://durhamnc.gov/149/Police-Department>. **Qualifications:** The City seeks a law enforcement leader with a minimum of 20 years progressive law enforcement experience and 5 or more years of cross-functional and progressively responsible experience including administrative and command work at the rank of Assistant/Deputy Chief, major or higher; a BA/BS degree (appropriate advanced degree highly preferred) along with executive law enforcement training (e.g. FBI National Academy, Administrative Officers Management Program, LEEP, etc.). Must have a valid NC driver's license or the ability to obtain a valid NC driver's license within 60 days of hire. **Must have current certification as a municipal or local government law enforcement officer by his/her respective state or with no more than one 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 but does recognize and give partial credit for military police (MP) training, receipt of a MP occupational specialty classification and performance of MP duties. There is a residency requirement to live within the corporate city limits of Durham within 18 months of appointment to the position. Hiring range is \$130,000 - \$140,000 annually. Starting salary will depend on experience and qualifications. The City provides an excellent benefits package. Visit [www.durhamnc.gov/HRbenefits](http://www.durhamnc.gov/HRbenefits) to learn more. **To confidentially apply for this position and review the full posting**, please go to [www.developmentalassociates.com](http://www.developmentalassociates.com), click "Client Openings" (or paste <https://www.developmentalassociates.com/client-openings/client-positions/> into your browser) and then the **Chief of Police - Durham** link. **All applications must be fully completed and submitted via the online portal.** The position will close February 1, 2016. An assessment center will be held February 29-March 1, 2016 in Durham for selected semi-finalists. **All inquiries** should be emailed to [Durhamhiring@developmentalassociates.com](mailto:Durhamhiring@developmentalassociates.com). Additional information about the City is available at [www.Durham-nc.gov](http://www.Durham-nc.gov). EEO/AA Employer.