

Guilford Technical Community College



Invites Your Interest in the Position of
Chief of Police



If you are a law enforcement executive who:

- ✓ appreciates and values the developmental experiences of hardworking adults seeking education opportunities, enrichment, and advancement;
- ✓ believes in the balance of restorative justice and law enforcement strategies;
- ✓ sees yourself as a collaborator and change agent; and,
- ✓ recognizes the opportunity for designing a community policing model that engages the campus and broader public for mutual learning about law enforcement, cultural competency, and equity...

...then becoming Guilford Technical Community College (GTCC) next Chief of Police may be the career move for you.

Guilford Technical Community College is seeking a community-focused, collaborative **Chief of Police and Director of Campus Safety** (Chief) to lead this service-oriented department. The next Chief will be a leader who is energetic, focused on community engagement, and is committed to providing a secure and safe environment where students, faculty, and staff have maximum opportunity to be successful in meeting their academic and professional goals.

About the Campus:

GTCC is a seven-campus, accredited, non-residential college within Guilford County. Guilford County is the third-largest county in North Carolina with a population of nearly 500,000. The County seat is Greensboro. Guilford Tech has over 35,000 (14,270 FTE) students across multiple programs that range from personal enrichment to academic degrees.

With a vision of “Catalyst for Success”, GTCC offers more than 80 programs of study and continues to support success through innovative education, training, and partnerships. The college offers associate degrees, diplomas, and certificates as well as noncredit courses in professional development, personal enrichment, job training, career development, and basic education. In 2019, the College developed a robust strategic plan to give direction to the vision and mission:

https://issuu.com/gtccpublications/docs/gtc-17102_strategic_plan?e=15359398/69317424.

The next chief will play a vital role in carrying out the goal to “provide learning opportunities in a safe, convenient, and inviting atmosphere.”

Vision

Catalyst for success

Mission

Supporting success through innovative education, training, and partnerships

Values

- Collaboration – Working together with all constituents to fulfill the College’s mission
- Learning – Providing quality educational experiences across all programs and services
- Accessibility – Identifying and eliminating barriers to successful educational outcomes
- Excellence – Striving for distinction in everything we do
- Integrity – Ensuring that our words and actions work together for the betterment of society
- Inclusion – Promoting respect and equity and recognizing differences as strengths



About the Community:

Guilford County is known for playing a major role in the Civil Rights movement when four NC A&T State University college students staged the first “sit-in” in the nation at the Woolworth’s “Whites Only” counter. This act sparked a larger response across the state and nation. Today, Greensboro is part of the US Civil Rights Trail and has a dedicated museum to help citizens understand the history of race relations in the City, State, and US.

Twelve colleges and universities in the Piedmont Triad provide the County’s businesses well-trained and highly-educated people each year, adding to the city’s existing workforce. GTCC plays a vital role in this effort. The textile industry helped build Guilford County, but the local landscape has transitioned to technology, healthcare, and service industries with five of the top 60 Fortune 500 companies having a presence in Guilford County, resulting in a vibrant economy. With its temperate climate and close proximity to both the mountains and the coast, Guilford County offers the best of both worlds.

Demographically, the county is 56.2% Caucasian, 35.1% African American, 8.2% Hispanics of any race, 5.4% Asian, and 3% Other. With a median age of 34, the County continues to strive to develop and promote quality of life choices for all ages with focused efforts in K-12 schools, job training, economic development, employment, and recreation. More information about Guilford County can be found online at <https://www.guilfordcountync.gov/>.

About the Campus Police Department and Position:

Reporting to the Vice President - Operations and Facilities, the Campus Police Chief leads a full-service department of 28 consisting of 4 lieutenants, 4 corporals, an administrative assistant, second shift dispatcher, and 20 officers. The department also uses some part-time, non-sworn security officers to augment services and provide relief on the weekends. The police chief manages a \$2.7 M budget. The Chief of Campus Police organizes, directs, and supervises the day-to-day activities of the on-going comprehensive campus police and public safety programs at the main campus and four satellite campuses, for a total of 1.8 million square feet of facilities in over 55 buildings.

The GTCC Police are here to protect the people and property of GTCC students, faculty, staff and visitors. We are a service-oriented agency committed to the philosophy of community policing. Core principles of community policing include building effective relationships and working with diverse community members to address issues and make improvements in a collaborative, respectful, and thoughtful manner.

The GTCC Campus Police Department is staffed by highly trained and experienced professionals. Our sworn law enforcement members include a Chief, Lieutenants, Corporals, and Police Officers. Our non-sworn members include Security Officers, Telecommunications Specialists, an Administrative Assistant, and an Access Control/Alarm System Specialist.





Key priorities:

- educating the university community about the mission and services of the police department to ensure effective and collaborative partnerships;
- guiding the department in meeting the College's diversity, equity, and inclusion goals;
- leading proactively and promoting a culture of employee engagement to enhance morale and address challenges;
- responding strategically to current and emerging law enforcement concerns with 21st century policing methods with a focus on considering the whole person, not simply their behavior in the moment;
- balancing customer service and public safety delivery models that expect excellence from staff who are trained in cultural competencies, appreciate human differences and broad diversities and are committed to the Department's mission of providing professional law enforcement, effective emergency response, innovative data-driven policing and community outreach & education.

Minimum Training and Experience:

- A bachelor's degree (master's degree preferred) is required with five (5) years of progressive law enforcement experience including time in multiple divisions as well as at least three (3) years of senior supervisory/management experience at the command staff level, the rank of captain or higher is preferred.
- Experience in a higher education public safety or campus police department is preferred.
- Must possess applicable certification from the North Carolina Criminal Justice Education and Training Commission or obtain such certification within one year. *Please note that North Carolina law does not recognize or have a reciprocal relationship with Federal law enforcement certification but recognizes and gives partial credit for military police (MP) training, receipt of an MP occupational specialty classification and performance of MP duties.*



The Successful Candidate:

- is an individual with impeccable integrity and a proven record of consistency in managing both internal and external relationships to develop trust and to create opportunities for collaborative problem solving and partnerships;
- models courteous engagement and outstanding customer service with faculty staff, students and visitors while ensuring clear and firm adherence to safety principles and laws;
- demonstrates a track record of public safety success that comes from a balance of engagement and enforcement;
- holds comprehensive knowledge of police methods, practices and procedures; thorough knowledge of local, State and Federal laws especially CLERY and Title IX;
- proactively leads, develops, and supports a well-seasoned and productive staff to achieve excellence through increased training, responsibility, productivity, morale, and retention;
- is experienced in cultivating and maintaining mutual aid relationships, serving as inter-agency liaison with law enforcement, fire and emergency agencies that provide support to all campus locations;
- skilled in budget development and management and maintenance of effective service levels despite resource constraints; and,
- an outstanding communicator who speaks clearly, assertively, and transparently with internal and external stakeholders.

Salary and Benefits:

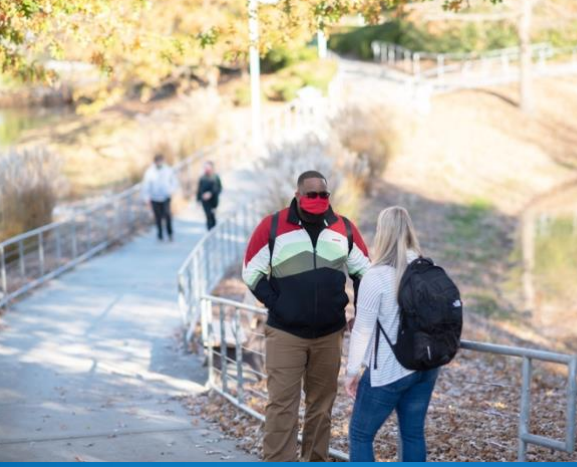
The hiring range is based on the years of applicable experience in law enforcement and is very competitive with regional departments of similar size and scope. GTCC offers outstanding employee benefits including retirement through the Teachers and State Employee Retirement System, health, dental and vision insurance and flexible spending accounts.

Employee Benefits

Guilford Technical Community College offers a comprehensive benefits package which includes:

- **Retirement Benefits** through the Teachers' and State Employees' Retirement System of North Carolina.
- **Health Insurance** for all employees in regular and time-limited positions through the North Carolina State Health Plan.
- **Flexible Spending Account** with optional insurance plans to supplement medical coverage.
- **Dental Insurance**
- **Vision Plan**





Special Instructions to Applicants

To apply, go to

<https://agency.governmentjobs.com/developmentalassociates/default.cfm> and click on the – **Chief of Campus Police- Guilford Technical Community College** link.

To learn more about the selection process, visit Client Openings (or copy and paste into your browser: <https://developmentalassociates.com/client-openings/>).



All applications must be fully completed and submitted online via the Developmental Associates application portal –NOT the GTCC portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters should be uploaded with the application. Application review begins March 8, 2021. Finalists will participate in virtual interviews and skill assessments on April 13-14, 2021. Interviews with the leadership team will follow at a subsequent time.

All *inquiries* should be emailed to [hiring@developmentalassociates.com](mailto: hiring@developmentalassociates.com). Guilford Technical Community College is an equal opportunity employer committed to a diverse faculty, staff and student body and welcomes all applicants.



Developmental Associates, LLC is managing the recruitment and selection process for this position.

