



Reidsville, where quality of life is emphasized and embraced, is seeking a Chief of Police who:

- √ believes that community policing requires “roll up your sleeves” efforts with citizens, visitors, elected officials, City staff, and officers to embrace a “guardian” rather than “warrior” stance to public safety;
- √ leads with a “walk the talk” philosophy where accountability starts with one’s self and permeates through the department;
- √ recognizes that advocacy and equity are key concepts both inside and outside the department to ensure engagement and commitment to principled leadership; and,
- √ understands that department morale drives recruitment, retention, and excellence in service delivery and actively works to establish a positive working culture.

The next **Chief of Police** must have a track record of proactive and innovative law enforcement leadership, particularly during challenging times. The Chief is expected to be engaged both internally and externally, trusting his or her staff to manage incidents while remaining engaged with officers, fellow department heads, citizens, and partners in multiple jurisdictional agreements.

Community Description: - Experience Reidsville and take a video tour

Reidsville has the motto ***Live Simply. Think Big.*** Reidsville is in the Piedmont-Triad region of North Carolina just north of Greensboro and centrally located between the prominent Appalachian and Blue Ridge Mountains and the beautiful North Carolina coast. Incorporated in 1873, Reidsville, the county/regional commercial hub, is in the heart of Rockingham County and is home to the Penn House, the Governor Reid House, Lake Reidsville, Lake Hunt, vibrant parks and recreation activities, and both greenway and blueway trails. The close proximity to both Greensboro and Winston-Salem provides additional cultural and recreational offerings, shopping opportunities, and specialty health care services to complement the locally available options.

Reidsville has a good quality of life for residents of all ages. Market Square, in the charming revitalized downtown district, provides Reidsville residents a place to gather and enjoy a variety of outings - from an active farmers market to concerts and special events. A new regional Senior Center has recently been completed with services for active adults and an adult daycare. A nationally recognized hospital, located centrally on Main Street, provides exceptional quality patient and family care.

Reidsville has retained the small-town, unique persona that reminds us that family, quality of life, and service to others are keys to a successful community. This shared focus resulted in the development of a community-wide campaign, ***Team Reidsville***, demonstrating every member of the community is a vital part of its success. Reidsville is a diverse community and firmly believes this diversity is a core strength. More information about the City can be found [here](#).

About the Organization and Position:

The City operates under a Council/Manager form of government. The Chief of Police reports directly to the City Manager and is responsible for implementing the policies of both the City Council and the Reidsville Police Department. The City Manager is supported by two assistant managers, the City Clerk, and 10 staff

departments. A new City Manager begins working in Reidsville in June 2021 and will be an integral member of the selection committee.

The Chief of Police oversees the operations of three divisions: Patrol, Investigations and Administration Bureau/Community Engagement. With a staff of 56 employees (49 sworn law enforcement and 7 civilian), the Reidsville Police Department has a proposed annual budget for Fiscal Year 2021 – 2022 of \$5.3 million dollars. With the exception of violent crimes (up 23% in 2020), all other crime statistics showed a decrease of 4 – 24% from 2019. Some of these decreases may be directly related to the COVID-19 pandemic. Arrests, citations and traffic stops were all significantly lower due to temporary changes in policy to reduce the risk of illness among officers by reducing the direct interaction with members of the community.

With a focus on problem-oriented policing, resources are focused on areas with repeated calls for similar service in an effort to better resolve the problem. This focus is well supported by the core values of the department, which include integrity, professionalism, respect, teamwork and courage. Community engagement and involvement remains a cornerstone of the department. The mission of the Reidsville Police Department is to provide excellent service and protection through leadership and partnership with the community.

Key Priorities of the Next Chief

- ensuring that a community-oriented and problem-oriented policing philosophy permeates all levels of the organization and continues to build community trust – including rebuilding and strengthening community watch programs;
- reinvigorating relationships with local and regional law enforcement, schools, healthcare and mental healthcare providers, and other intergovernmental organizations;
- respond to and innovate approaches to the challenges of opioid abuse that include treatment and enforcement approaches while working with community partners;
- develop proactive engagement approach with community youth to ensure effective relationships with officers; and,
- recruit and retain diversity among sworn and civilian staff while leveraging internal talent while closing gaps through engaging employees in training, development, and succession planning to prepare for upcoming retirements.

The successful candidate is:

- engaged, accessible and visible within and across departments and in the community and enjoys being the face of the department;
- is able to cultivate a collaborative culture within the department that promotes and lives the values expressed in the vision: fair, transparent, respectful, well-trained, accessible, accountable and responsive;
- proactive in developing and supporting staff to achieve excellence through increased training, responsibility, productivity, morale, and retention;
- skilled in developing trust among members of the community and the police department while leveraging opportunities for collaborative problem-solving and partnerships;
- an outstanding communicator who speaks clearly, assertively, and transparently with internal and external stakeholders;
- an innovative partner with other City departments and community leaders;
- able to effectively engage and collaborate with surrounding law enforcement agencies;
- experienced across functional areas; patrol, support services, investigations, and other specialized units;

- knowledgeable regarding the use of technology, data driven approaches to predict and prevent crime, community-oriented policing;
- consistently updating personal knowledge regarding public policy, public perception, and law enforcement trends (e.g. Intelligence Led Policing, Eight Can't Wait, 21st Century Policing, Community Engagement and Involvement, COVID-19, management of protests);
- appreciative of the significance of diversity within all aspects of the department and community and has innovative solutions to advocating for competitive compensation and benefits, attracting, retaining, and promoting outstanding individuals who look like the community they serve; and,
- able to maintain public confidence in the integrity of the Department.

Qualifications: A bachelor's degree in criminal justice, public administration, or other relevant field (or currently enrolled with an anticipated graduation date within 12 months of the date of hire) is required. Ten years of progressive law enforcement experience across functional areas such as patrol, internal affairs, administration, investigations, etc. plus five (5) years of executive-level experience at the rank of Captain or higher is required. Must possess current advanced NC LE certification or be eligible to acquire within one year of employment. Must have a valid NC driver's license or the ability to obtain a valid NC driver's license within 60 days of relocating to NC.

- In-state candidates may transfer their law enforcement officer certification to another agency in NC provided he/she has less than a 12-month break in service at time of appointment. In-state candidates with less than a three-year break in NC service may receive partial credit toward basic law enforcement training.
- Out-of-state candidates who are serving or have served as a local or state law enforcement officer must have successfully completed a basic law enforcement training course accredited by the state from which they are transferring and cannot have a break in full-time service exceeding three years at the time of appointment. Individuals with Federal law enforcement officer certification who have not had a break in service exceeding three years at the time of appointment may receive partial credit toward NC basic law enforcement training. NC does recognize and give partial credit for military police (MP) training if the candidate has completed a formal military basic training program and been awarded a military police occupational specialty rating and has served as a military police officer for not less than two of the five years preceding the date of appointment.

Salary Range and Benefits:

The salary range is \$79,900 - \$119,800 with an anticipated hiring salary around \$100,000. Salary commensurate with experience. An outstanding benefits package is offered. Residency is preferred but not required. Non-resident must live close enough to respond quickly in the event of emergencies or critical incidents.

Application and Selection Process

To apply, go to <https://agency.governmentjobs.com/developmentalassociates/default.cfm> and click on the – **Chief of Police - Reidsville** 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 City 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 June 29, 2021. Applicants should apply by July 1, 2021. Finalists will participate in virtual interviews and skill assessments on July 27-28, 2021. Interviews with the City Manager will follow. All *inquiries* should be emailed to hiring@developmentalassociates.com.

The City of Reidsville is an equal opportunity employer and welcomes all applicants.

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