



Police Captain – Apex, NC

The Apex Police Department seeks an experienced law enforcement executive for the position of **Police Captain** in a CALEA-accredited department. This individual must have the ability to work effectively in a fast-growth environment where community service is highly valued. The successful candidate will be an effective staff leader with excellent technical knowledge of police operations. In addition, applicants must have a track record of creating an accountable culture of internal collaboration and inclusion as well as external community engagement to meet public safety goals.

About the Department:

The Apex Police Department has approximately 96-sworn and 26-non-sworn, full-time employees with an annual operating & capital budget of \$15.7M. Employees work among three divisions to carry out the department's functions, including administration, investigations, patrol, emergency communications, traffic safety, community services, school resources, crossing guard, accreditation and compliance, vice and narcotics, and reserve officer program. , The department occupies a facility which was renovated and expanded in 2011 and sponsors a Community Police Academy to inform, educate, and illustrate our commitment to the community-oriented policing philosophy.

Citizens in Apex feel safe, with 98% of respondents in a 2020 survey indicating they felt safe in their neighborhoods while 96% felt safe in the Town overall. Low crime rates create an opportunity for the next Police Captain to join a team dedicated to maintaining effective strategies that result in these public safety perceptions while focusing on critical strategic issues. To learn more about the department, click [here](#).

About the Position:

Reporting to the Deputy Chief of Police, captains are division commanders assigned to the Executive Command Staff. Captains direct work through subordinate supervisors and are expected to collaborate with the Deputy Chief and Chief to establish departmental vision, goals, and strategic plans; while leading their division's operations to meet expectations effectively. The number of employees supervised and budget scope will vary depending on the Division assignment. A commitment to transparent and ongoing communication, building relationships, explaining the "why" of words and deeds, and a willingness to candidly address tough topics both up and down the organization will be an essential priority for successful candidates.

Qualifications:

The town seeks a law enforcement executive with a bachelor's degree in criminal justice supplemented by law enforcement training and considerable supervisory experience in law enforcement; or an equivalent combination of education and experience. Prefer a MA/MS in a related field. Successful completion of a law enforcement executive leadership development course (FBI National Academy, Southern Police Institute, AOMP, or equivalent) is desired. Must possess current advanced NC LE certification or be eligible to acquire. 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.

- **Transfers:** In-state candidates may transfer their law enforcement officer certification to another agency in NC provided they have less than a 12-month break in service at the 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, 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.

The Successful Candidate:

- proactively develops and supports staff to achieve excellence through increased training, responsibility, productivity, morale, and retention;
- effectively assesses employee performance and offers praise, recognition, remedial training, and disciplinary action as necessary and in a timely manner;
- develops trust among members of the community and the police department while leveraging opportunities for collaborative problem-solving and partnerships;
- is an outstanding communicator who speaks clearly, assertively, and transparently with internal and external stakeholders;
- is a decisive leader in routine and emergency situations;
- is familiar with or has participated in the CALEA accreditation process;
- communicates clearly and professionally both verbally and in writing;
- is skilled and accomplished in managing, evaluating, and developing law enforcement personnel to include goal setting with subordinates;
- has considerable knowledge in State and Federal law impacting law enforcement;
- can assess division performance and prepare periodic reports related to the efficiency and effectiveness of the division, including the ability to analyze data and to develop effective response plans;
- embraces and has a track record of implementing community-oriented policing and 21st-century policing principles and consistently updating personal knowledge regarding public policy, public perception, and law enforcement trends (e.g., 21st Century Policing, COVID, protests);
- knowledgeable regarding the use of technology, data-driven approaches to predict and prevent crime, community-oriented policing; and
- is an individual with impeccable integrity and a proven record of consistency in managing internal and external relationships while thriving in a culture of high-performance expectations and personal accountability.

About the Community:

Located in southwest Wake County, the town was named "Apex" because it was the highest point on a 30 mile stretch of the Chatham Railroad line that ran between Richmond, Virginia, and Jacksonville, Florida. Apex was first settled in the 1860s and the town was incorporated in 1873. Starting in the 1990s, Apex and the surrounding area experienced unprecedented growth following job creation in Research Triangle Park and the nearby large universities. As a result, Apex's population grew from about 5,500 in

1990 to over 70,000 in 2021. Growth estimates indicate that the population could double in the next ten years.

Apex is known fondly today as "*The Peak of Good Living*," and results from a 2020 Citizen Survey indicate that 96% of citizens believe the town is an excellent or good place to live. Apex is a growing, thriving town working to balance that "small town" feel that so many citizens value with the reality of being a mid-sized community in North Carolina.

The well-preserved downtown business district and the trains that still run through the town are a reminder of the past, while new subdivisions, shopping centers, parks, and businesses have enhanced the lifestyle of Apex residents. History buffs flock to the town's central business district, with multiple structures listed on the coveted National Register of Historic Places. Just step inside the Halle Cultural Arts Center and learn about the building's history, dating back to 1912. The Halle is now a modern center for exhibitions, musicals, and plays.

With over 400 acres of parkland, Apex fosters an active community. Unique to the town is a disc golf course at Apex Nature Park and the Rodgers Family Skate Plaza, a 24-hour custom-designed skate park. Families drive from all around to visit Kidstown Playground at Kelly Road Park, one of the few remaining wooden playgrounds in the area. Those seeking a physical challenge will love the town's Elevate Fitness course (think Ninja Warrior) at the Apex Community Park.

Downtown Apex hosts nearly a dozen street festivals and special events throughout the year, attracting thousands of attendees. PeakFest is a signature community event, drawing artisans from all over the state with their unique wares. Dozens of barbecue-cook teams from across the country descend on Downtown Apex for the Peak City Pig Fest. The town celebrates diversity, inclusion, and belonging with cultural festivals and events including the Latino Arts Festival, Russian Festival, Black History Month, Women's History Month, and Juneteenth.

Money Magazine ranked Apex as the #1 Best Place to Live in the US in 2015. The ranking credits high-paying jobs, excellent schools, affordable housing prices, and more.

Salary and Benefits

The salary range is \$80,418-\$106,553. Starting salary depends on experience and qualifications. The town also provides generous benefits and leave packages, which can be found at <https://www.apexnc.org/163/Employee-Benefits>. Captains at APD also have take-home cars.

To apply, go to <https://agency.governmentjobs.com/developmentalassociates/default.cfm> and click on the **Police Captain – Apex, NC** 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 submitted online via the Developmental Associates application portal – NOT the town's portal, nor any other external website; it is not sufficient to send only a resume but resumes and cover letters should be uploaded through the portal.

Applicants should apply by **February 17, 2022**. Semi-finalists will participate in a virtual assessments on **March 22-23, 2022** which includes 3-4 hours of interaction, not including preparatory time. Interviews with the leadership team will follow afterward. We encourage applicants to hold these dates should they be invited to participate. EOE

Recruitment and Selection is being managed by Developmental Associates, LLC. All *inquiries* should be emailed to hiring@developmentalassociates.com.