



## 318Police Chief Search – Town of Red Springs, NC

**Application Deadline: October 24, 2025**

### Position Overview:

The Town of Red Springs, North Carolina, is seeking a skilled, visionary Police Chief to lead a dedicated Police Department in this culturally rich and close-knit community. The Police Chief will manage all department operations, including patrols, investigations, and special programs, while fostering a collaborative relationship with the community. This is an exceptional opportunity for a law enforcement professional to make a tangible impact in a town committed to growth, innovation, and safety.

**Salary:** Beginning at \$73,480 and commensurate with experience. Salary will increase by 5% after the completion of a 12-month probationary period.

### About Red Springs:

- **Population:** ~3,181
- **Median Age:** 32.9 years
- **Ethnic Composition:** 44% Black, 25% White, 22% American Indian
- **Median Household Income:** ~\$19,752
- **Poverty Rate:** 39%

Red Springs is a diverse, economically challenged town with a strong sense of community, ideal for a leader committed to service and engagement. The town has 3 public schools, 1 private school, and over 200 businesses.

### Police Department Overview:

The Red Springs Police Department (RSPD) is comprised of 17 staff members (16 sworn officers and 1 civilian). The department's annual budget for public safety is approximately \$1.65 million. The entire public safety budget is \$2.27 million including the Fire Department. The General Fund Budget is \$4,441,512.

### Key Responsibilities:

- Lead and inspire a team of law enforcement professionals.
- Foster a community policing philosophy emphasizing trust and accountability.
- Oversee daily operations of the department, including patrol, investigations, and special programs.
- Manage budgeting and resource allocation.
- Build partnerships with residents, businesses, and other agencies.
- Ensure compliance with all state and federal regulations.
- Represent the department at civic and community events.

**Response Time:** Must live within 40 miles of the police department. In Town residency is not required.

### Ideal Candidate:

The ideal candidate will be a seasoned law enforcement leader who:

- Has a proven record of effective leadership and strategic planning.
- Is committed to community engagement, equity, and transparency.
- Possesses strong skills in modern policing technologies and data-driven decision-making.
- Committed to law and order and has a high expectation of the RSPD staff.

#### **Qualifications:**

- **Education:** Bachelor's degree in Criminal Justice, Public Administration, or related field (Desired).
- **Experience:** Minimum of 10 years of progressive law enforcement experience, with significant supervisory and management responsibilities.
- **Certifications:** Valid North Carolina Driver's License and certification by the NC Criminal Justice Education and Training Standards Commission.

#### **Why Red Springs?**

- **Make an Impact:** Lead in a community where your efforts can make a significant difference.
- **Collaborative Environment:** Work with a supportive Town Manager and local government.
- **Professional Growth:** A unique opportunity to shape the future of policing in a dynamic town.

#### **Application Process:**

Submit completed applications (resume, cover letter, and references) to:

##### **By Mail:**

Town of Red Springs  
Attn: Human Resources Department  
P.O. Box 790  
Red Springs, NC 28377

##### **In Person:**

Town of Red Springs  
Attn: Human Resources Department  
217 South Main Street  
Red Springs, NC 28377

**Or By Email:** [humanresources@redsprings.org](mailto:humanresources@redsprings.org)

All applications must be received by Friday, **October 24, 2025** at 5:00PM to be considered for the first round of reviews. Initial review of applications will take place on October 27<sup>th</sup>.

**Virtual Interviews:** November 10<sup>th</sup> – 12<sup>th</sup>, 2025.

**Assessment Center:** Final candidates will be invited for a Town Tour and Dinner on December 3<sup>rd</sup>, 2025 and an Assessment Center on December 4<sup>th</sup>, 2025.

**Expected Start Date:** January 2026

For more information, please contact the HR office at (910) 843-5241 or visit [www.redsprings.org](http://www.redsprings.org). All email inquires can be directed to: [humanresources@redsprings.org](mailto:humanresources@redsprings.org). **The Town of Red Springs is an Equal Opportunity Employer.**