



THE CITY OF ALBEMARLE IS SEEKING A POLICE CHIEF

POSITION PROFILE

The City of Albemarle is seeking an experienced law enforcement administrator with exceptional interpersonal capabilities. Our Accredited Law Enforcement Agency has been CALEA certified since 1995.

Today, we're looking for a strong leader to maintain our strong commitment to our community by demonstrating humility and respect, honesty, integrity, and teamwork.



- Protect life and property.
- Respect and protect the rights and dignity of all persons
- Conduct all citizen contacts with courtesy and compassion.
- Maintain excellence in police services through training, technology, and innovation.
- Recognize our inter-dependent relationship with Albemarle communities and remain sensitive citizens' priorities and needs.
- Enforce the law impartially.
- Provide police services with fairness, compassion, and excellence.

ABOUT THE CITY OF ALBEMARLE

The City of Albemarle is home to approximately 16,000 residents and is the county seat of Stanly County. Our city has a thriving business environment, distinctive homes and friendly neighborhoods. Its growing industrial and commercial sectors make Albemarle an attractive place to live and work. Situated in the beautiful Uwharrie Lakes Region in the Piedmont of North Carolina, Albemarle is conveniently located near several of the state's urban areas – Charlotte, Raleigh, Greensboro, and Winston-Salem.

Albemarle has a strong and stable history in the Council-Manager form of government. Our employees provide a full range of municipal services to a growing community. We are always looking for individuals who possess effective interpersonal skills and a desire to serve our community with humility and respect, honesty, integrity, and teamwork.



QUALITY OF LIFE

Albemarle is one of the principal communities of the Uwharries Lakes Region, an area that has been described as the "Central Park of North Carolina". This area is rich in cultural, historical, natural and recreational assets.

Albemarle and Stanly County provide an exceptional opportunity to live in a safe, attractive community that is ideal for raising families or for enjoying retirement. The area benefits from a moderate climate and a landscape of gently rolling hills. Albemarle boasts a variety of beautiful and diverse neighborhoods, both historic and new.

The historic downtown area is a gem of beautifully maintained and restored old buildings, and is home to an array of restaurants, retail businesses, and antique stores. Nearby cities provide outstanding sports and cultural amenities in a convenient driving distance.



BUILDING OUR FUTURE

VISION STATEMENT

Albemarle will be a place where all people can develop their potential, bringing neighbors together to support a connected community rich in water, air, land, and opportunity.

MISSION STATEMENT

The mission of the City of Albemarle is to provide our citizens with a vibrant quality of life based on sound management, transparency, and good stewardship of resources.

ORGANIZATIONAL PHILOSOPHY

We all find ourselves in the role of either a leader, facilitator, someone who implements what we do as a City, or all of the above, with each of these elements being critical to our success. Our overall success depends on co-workers collectively moving the organization toward the achievement of our overall goals. The short-term and long-term goals are often set for us, but there exists a need for a core set of principles to guide us. In this organization we believe in and value:

Humility & Respect – Use every opportunity to learn from the perspective, background and experience of others. Treat everyone you encounter with humility and respect. It is the right thing to do and will pay off for each of us in the long run.

Integrity – A set of moral and ethical principles will guide us through all situations. By applying these core principles consistently, others know that our actions and words are synonymous. A core principle is to be fair and consistent.

Honesty – Honesty is not a judgment call or a philosophical notion. It is just being honest.

Teamwork - What we do has meaning at every level and position. We are shaping a community that affects lives. Each one of us has a role to play in achieving our organizational goals and responsibilities. Teams are more creative, efficient, and effective when there is a sense of purpose and ownership from each team member. We have a commitment to each other and our community that requires teamwork and its elements – integrity, respect, understanding, and flexibility.



ORGANIZATION PRIORITIES

- Talent & Compensation Management
- Organizational Capacity
- Safety & Security
- Infrastructure
- Community & Economic Development
- Multigenerational Engagement

ARE YOU WHAT WE'RE LOOKING FOR?

OVERVIEW OF THE POLICE CHIEF ROLE

The City of Albemarle is seeking a qualified individual who can perform administrative, managerial, and specialized law enforcement work in planning, budgeting, organizing, and overall leadership and direction of the Albemarle Police Department.

Work involves planning and directing the law enforcement program of the City. This employee is responsible for the protection of life and property through a varied program of enforcement, detection, investigation, and prevention of crime and accidents. This is a full managerial and supervisory role with duties involving the establishment of operations and policy, creating and articulating a community policing philosophy, establishing trust and credibility with the community, establishing departmental vision and mission, communicating to staff, and planning for and implementing special law enforcement activities. Work also includes overseeing the preparation of reports, partnering with other law enforcement agencies, preparing and managing budgets, overseeing the application of technology within the department, and managing all department personnel. The employee is subject to hazards associated with law enforcement which include working in both inside and outside environments, in extreme weather, and exposure to various hazards such as noise, proximity to moving mechanical parts and electrical current. Work is performed in accordance with departmental policy, the Council-Manager form of government and State and federal statutes. The position is under the direct supervision of the City Manager and is evaluated through periodic conferences, observation of results achieved, and review of records, reports and files.



GENERAL RESPONSIBILITIES

1. Performs all administrative functions to include strategic planning, establishing departmental goals and objectives; develops budgets for the department and provides recommendations to the City Manager, provides budget administration and purchasing for the department, supervises and/or writes and administers grants, supervises staff use and care of vehicles, technology and equipment.
2. Establishes and communicates standards of performance and a philosophy of law enforcement for the department; develops a vision and clear direction with staff; develops staff capacities; creates a high performance work team; provides leadership, motivation, conflict resolution, succession planning, performance coaching and evaluation programs for staff.
3. Oversees recruitment, selection, career development and training of personnel for the department; advises directs, and consults with subordinate officers on matters of training, work assignments, scheduling, and discipline; develops teamwork and staff leadership skills.
4. Establishes credibility and trust with the community through various community educations, outreach programs partnerships to reduce crime and fear, and enhance quality of life; receives and acts upon inquiries or complaints from the public.
5. Manages the functions of the department including patrol, investigations, and related activities; supervises internal personnel investigations; collaboratively establishes and communicates policies, procedures and operations; sets priorities; and evaluates the department and its personnel.
6. Works with the public and staff on difficult or unusual crime situations; and, partners with other law enforcement agencies in crime prevention, detection, and investigative activities.
7. Represents the Police Department and the City in presentations to and with civic and volunteer organizations; drafts press releases and conducts media briefings; oversees department presence on social media.
8. Follows the chain of command and Council-Manager form of government in addressing issues with the City Manager; keeps the Manager informed on Council discussions and issues.

QUALIFICATIONS

REQUIRED

- Graduation from an accredited college or university with a degree in criminal justice or public administration, supplemented by advanced course in police administration and management, and considerable management experience of a progressive responsible nature in law enforcement work; or an equivalent combination of education and experience
- Possession of a valid North Carolina Driver's License.
- Completion of the minimum requirements established by the North Carolina Justice Training and Standards Council for certified law enforcement officers. Prefer advanced law enforcement certification



KEY COMPETENCIES/ KNOWLEDGE AREAS

- State and Federal Laws; Local ordinances and policies
- Law enforcement principles, practices, methods, and equipment
- Modern investigative techniques, principles, and procedures
- Use of firearms and self defense tactics
- Supervisory, managerial and leadership methods and skills
- Confidentiality
- Collaborative conflict resolution
- Communication skills and reporting
- Court testimony
- Public presentations
- Administrative and activity reports
- Information technology
- Building and maintaining effective work relationships
- Sound judgement in routine and emergency situations

COME JOIN US!

The City of Albemarle is by definition a community-oriented organization. We pride ourselves on building long-lasting relationships with our employees and the community we serve.



BENEFITS

Our [Benefits Guide](#) will provide you with a general overview of the wide array of benefit choices available to you and your family.

COMPENSATION

The successful candidate will be offered a highly competitive package of salary and benefits. The salary range: \$84,000 - \$106,000 and is negotiable depending on qualifications.

TO APPLY

All qualified applicants must complete a City of Albemarle [Employment Application](#), which can also be obtained from the Albemarle NCWorks local office, 944 N First Street, Albemarle, NC.

Your completed application may be submitted in person to NCWorks or to the City Human Resources Office via email, fax, or mail. *A resume and cover letter are required.*

Application Deadline: August 9, 2021

- Email: Opportunity@albemarlenc.gov
- Fax number: (704) 984-9470
- Mailing address: PO Box 190, Albemarle, NC 28002

For more information visit the City of Albemarle's [Employment Opportunities](#) website.