



Clinton

The Perfect Place to Call Home.

www.cityofclintonnc.com

Police Chief Recruitment City of Clinton, North Carolina



About the Community

The City of Clinton is within easy commuting distance of Fayetteville and Fort Bragg, Raleigh and Research Triangle, and Wilmington and the beaches. Clinton residents can take advantage of the many cultural, economic, and recreational offerings while still enjoying life in a smaller community. Clinton is the county seat of Sampson County, North Carolina. The population of Clinton is 8,639 according to the 2010 Census. Clinton is named for Richard Clinton, a Brigadier General of the North Carolina militia in the American Revolution.

In 2007, Clinton was recognized as an All-America City. This honor illustrates Clinton's commitment to a sense of community and an outstanding quality of life for its citizens. Clinton is home to many nationally recognized civic clubs, which play an important role in strengthening the community. Approximately 40 churches representing all denominations are active in the Clinton area.

The Clinton City School System serves over 3,000 students with three elementary schools, one middle school, and one high school. All of the schools are fully accredited by the Southern Association of Colleges and Schools. Sampson Community College is located on Sunset Avenue and seven other community college campuses are within an hour's drive from Clinton.

Residents can enjoy shopping and dining in the beautifully renovated downtown or have fun and exercise at one of the City's wonderful parks throughout the city. Clinton has much to offer and we are sure you will find it the perfect community for living, working, and playing.



About the Government

A Council-Manager form of government governs the City of Clinton. The City Council is the legislative board of city government and includes a Mayor (who is elected every two years) and five council members, each representing electoral districts, who serve four-year terms. The mayor is the presiding officer of the Council. A mayor pro-tem is selected from the five council members. The City Manager is responsible for the day-to-day operations of the city and is appointed by and works at the pleasure of the City Council. The Police Chief reports directly to the City Manager and is a member of the Executive Leadership Team.

“To be a City rich in tradition and beauty with clean, safe neighborhoods, sound infrastructure, and opportunities for future generations.”

Clinton City Council Mission Statement

About the Police Department

The Clinton Police Department is a full-service accredited law enforcement agency. The department is responsible for the enforcement of all local and state laws and the investigation of any crimes within the city limits of Clinton, North Carolina. The department is currently composed of 28 full time sworn police officers, three civilian support staff members, and one non-sworn animal control and is divided into three sections - Services, Operations, and Administration.

The mission of the Police Department is “To enhance the quality of life in the community by building partnerships that will help provide a safe, secure community through proactive and impartial enforcement of the laws of North Carolina and the United States Constitution.”

The Police Department is dedicated to creating a partnership with the citizens of Clinton and those visiting the community. By providing a combination of education, prevention, intervention and enforcement, crime and the fear of crime is best addressed. The goal of the department is to keep the community safe with the support and involvement of the citizens.



Police Department Goals

Mission Statement

“To enhance the quality of life in the community by building partnerships that will help provide a safe, secure community through proactive and impartial enforcement of laws of North Carolina and the United States Constitution.”



Departmental Goals

1. Partner with the community to enhance quality of life and resolve neighborhood concerns.
2. Establish a working environment that encourages teamwork, empowerment, communication and professional development.
3. Utilize resources efficiently and effectively in preventing and suppressing criminal activity.
4. Foster a dynamic organization that utilizes leading edge technology and methods in enhancing community policing.
5. Maintain the highest level of quality service, integrity, and professionalism.





About the Position:

The Police Chief handles 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. Specific responsibilities of the position include:

- 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.
- 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.
- Establishes credibility and trust with the community through various community educations and outreach programs; receives and acts upon inquiries or complaints from the public.
- 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.
- Works with the public and staff on difficult or unusual crime situations; and, cooperates with other law enforcement agencies in crime prevention, detection, and investigative activities.
- 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.



The Candidate:

The City of Clinton seeks a Police Chief who is a dedicated and ethical team player who can quickly gain the confidence of the community. The Chief must possess the ability to build community trust through the development of partnerships and use of proven community-oriented policing techniques.

As a key member of the City Manager's Leadership Team, the ideal candidate will demonstrate the ability to embrace change and help guide the community and the department through challenges and opportunities. The successful candidate will be expected to establish a vision of excellence, gain credibility and provide consistency in delivery of police services, promote diversity in the department, and motivate others to embrace change.

The Police Chief must possess highly developed communication and presentation skills with an ability to perform well under pressure and meet deadlines. The successful candidate will have in-depth knowledge and experience in the management of a municipal police department, providing a high level of community engagement and advanced crime prevention and problem-solving practices.



Candidate Qualifications:

- Bachelor's Degree required in Criminal Justice, Law Enforcement, Police Administration or similar degree; Master's Degree preferred; with five years of experience in upper level police management; or any equivalent combination of education, training and experience.
- Completion of a major law enforcement management training program such as the FBI National Academy, Northwestern Center for Public Safety's School of Police Management and Command, North Carolina State University Administrative Officers Management Program, the Southern Police Institute's Administrative Officers Course, the Police Executive Research Forum's Senior Management Institute for Police or the IACP's Leadership in Police Organizations course.
- Must possess or have the ability to obtain a valid North Carolina driver's license, and possess or acquire, within one year, North Carolina Criminal Justice Standards Training Certification for Police Officers.
- Experience in providing upper level leadership in a police department that is comparable in size and complexity to the Clinton Police Department is expected.



Compensation & Benefits:

The expected starting salary range for this position is between **\$85,000-\$95,000** (depending on qualifications of the selected candidate), with a comprehensive benefits package, including health, dental and life insurance options. The City provides employer paid time off including sick, annual and holiday leave. The City participates in the NC Local Government Employees' Retirement System (LGERS). LGERS is funded with a 6% employee contribution and 12% employer contribution. The City also offers a 401k program with a half percent contribution from the employer. Negotiable relocation expenses.

How To Apply:

Interested candidates must submit by email a cover letter, resume, at least five job related references and salary history no later than July 30, 2021 to: Lisa Ward, Senior Associate, Mercer Group Associates at **lisaward912@gmail.com**. Any questions please call 706-983-9326. Interviews are expected to be conducted in early September 2021.

