Currently recruiting for a Police Chief

128 South Main Street, Holly Springs, NC | (919) 557-3911 | www.hollyspringsnc.us
The Town of Holly Springs is a vibrant community of approximately 40,000 residents located in the desirable and beautiful Research Triangle Park region of southwest Wake County – just hours from the mountains of North Carolina as well as numerous Atlantic Ocean beaches. The Town consistently ranks as one of the safest communities in North Carolina – most recently being selected as “The Safest Town in North Carolina” by two independent research organizations. Holly Springs is a full-service municipality with 14 departments serving a variety of residents and businesses that love to call Holly Spring home. The Town cherishes its small-town atmosphere with a variety of lifestyle opportunities that arise from a growing economy. Residents and visitors alike benefit from an outstanding quality of life featuring a unique combination of beautiful natural spaces; parks, trails, and recreational amenities; award-winning schools; extremely low crime rate; excellent healthcare options; family-oriented neighborhoods; diverse shopping, dining, and cultural options.

Holly Springs is located just minutes from the capital city of Raleigh, which boasts an array of metropolitan amenities including museums, performing arts venues, NC State University, professional sports, shopping, and an expanding culinary scene. The cities of Durham and Chapel Hill are also nearby with top-notch universities and cultural offerings. In addition, the world-renowned golfing community of Pinehurst is a short one-hour drive. Holly Springs prides itself on its parks and greenway amenities and residents and visitors enjoy a growing downtown that includes festivals, new retail and restaurants, and year-round activities.

With its temperate climate and close proximity to mountains and beaches, the Town of Holly Springs provides access to all that makes this North Carolina town a special locale in the state.

The Town of Holly Springs is a full-service municipality that operates under the Council-Manager form of government. The Town Manager, who reports to the Mayor and a five-person, non-partisan Town Council, leads 341 full-time employees across 14 departments. The Town Manager is responsible for implementing the Council’s strategic plan priorities and policies and overall staff management and leadership of the town. The Police Chief is appointed by and reports to the Town Manager with day-to-day support and leadership provided by one of the town’s two assistant managers.

Holly Springs adopted a new Strategic Plan in 2019, which guides community priorities, service delivery, and resource allocation. Many goals and initiatives in the plan emphasize the importance of public safety in Holly Springs.

The Town has made a commitment to a welcoming “small town” atmosphere desired by citizens while balancing economic development, downtown revitalization, and quality growth. Holly Springs prides itself on transparency and community engagement and offers multiple ways for citizens to become involved and stay informed.
The Holly Springs Police Department is comprised of 86 sworn and non-sworn positions, including Investigations, School Resource, Traffic Enforcement, Community Outreach, Special Response Team, and Animal Control. In addition, the department operates the Town’s 911 Communications center staffed by 13 telecommunicators and a Telecommunications Supervisor.

Over 70% of sworn and non-sworn personnel have obtained either an Intermediate or Advanced professional certificate through the North Carolina Justice Training and Standards Division or North Carolina Sheriff’s Training and Standards Division. Over the past two years Holly Springs has twice been ranked as the safest city in North Carolina, based on a comparison of FBI Crime statistics and population data. Town officials correlate these accolades with the department’s long-time focus on community policing philosophy and community outreach programs.

The department is currently performing a CALEA policy review and working towards national accreditation. In fiscal year 2020, the department budget is $7.7 million.

Construction on a state-of-the art Law Enforcement Center was completed in 2015.

The center includes more than 28,000 square feet of offices, interview rooms, training rooms, fitness room, secure evidence storage area, enclosure for police K-9’s, conference room for meetings and emergency operations and a 911 communications center for police, fire and emergency medical services.

Holly Springs is one of only three municipalities in Wake County with its own 911 center.
ABOUT THE Position

This is an extraordinary career opportunity to join one of the safest, most charming and fastest-growing communities in North Carolina and a top-notch municipal organization. The current Police Chief is retiring after a successful 13 years in the Chief role.

KEY OPPORTUNITIES FOR THE NEXT CHIEF OF POLICE INCLUDE:

• Continuing to ensure operational excellence in staffing, equipment, and training;
• Leading organizational enhancements and implementation of evolving policing strategies necessary to adapt to the needs of a fast-growing community located in the 2nd largest county in North Carolina.
• Increasing visibility and engagement within the department and in the community;
• Facilitating partnerships with a wide variety of public and private stakeholders;
• Maximizing use of available funds/resources to ensure personnel have the equipment, support and systems necessary to excel in their jobs;
• Continuing department cultural emphasis on high ethical standards and professionalism;
• Taking the department’s community-oriented policing philosophy to the next level through evolving community engagement approaches, proactive policing strategies, and data-driven crime analysis;
• Strengthening community relationships to enhance the department’s impact and ability to prevent and solve crimes;
• Enhancing professional development opportunities for staff via additional responsibility, evaluating span of control and supervision, enhancing career progression system, and effective employee growth feedback;
• Formally tying the Town’s strategic goals to resource allocation, implementation plans and budget development.

Other identified personal qualities and leadership skills that are essential for the next Chief of Police include: integrity, trustworthy, responsive, accountable, effective communication, and empathetic listening.
Successful Candidates SHOULD EXHIBIT:

- Leadership that inspires, motivates, and empowers staff to achieve their fullest potential;
- A wide variety of career policing experiences;
- Progressive leadership with a proven track record of creative management and results;
- Resiliency in the face of challenges
- Innovation and collaborative solutions to community challenges;
- Extensive knowledge of the principles and practices of law enforcement management, administration and supervision;
- Executive level skills in interpersonal and written communications, strategic planning, budget development and management, critical thinking and employee engagement;
- Effective community engagement approaches and strong customer service;
- Values and personal expectations that instill confidence, trust and respect.

Qualifications: In addition to the skills and abilities described above, the successful candidate should possess a Bachelor’s Degree (Master’s Degree is a plus); advanced professional training and executive training; at least 10 years of experience in law enforcement with a minimum of 5 years of progressively responsible management experience in a municipal or public sector agency; or an equivalent combination of education, training and experience sufficient to fulfill the requirements of this job. Requires certification as a Police Officer through the Criminal Justice Education and Standards Commission of North Carolina. A successful out-of-state candidate would require at least 100 hours of training and satisfying the Commission's requirements within a reasonable time frame to be determined upon accepting the position.

Salary & Benefits: The successful candidate will receive a highly competitive salary with an excellent benefits package that considers the candidate's track record of success and experience. Salary range for the position is $91,224 - $151,256. Residency within Town limits is required within six months of employment. Town benefits include a 5% 401k contribution; NC Local Government Employees Retirement System enrollment; retiring officer separation allowance; medical, dental, life and long-term disability insurance; paid parental leave; 12 paid holidays per year; and paid vacation and sick leave.
HOW TO APPLY:

To apply, please complete a Town of Holly Springs online employment application at www.hollyspringsnc.us.

A cover letter and resume are also required and must be uploaded with the application.

Initial application review will begin on March 6, 2020. Applicants whose education and experience most closely match the qualifications and desired attributes for the position will be selected for a multi-faceted evaluation process involving a written questionnaire, phone/video interviews, and then on-site finalist interviews and assessments.

Candidates can expect confidentiality throughout the process. The Town Manager’s Office and Human Resources Department are coordinating the recruitment and candidate evaluation process.

An extensive background investigation of the top candidate(s) will be conducted, to include a drug screening, reference checks with previous employers, criminal history review, confirmation of education and military history, potential site visits to the applicant’s city/place of employment, and other reasonable checks.

Holly Springs, NC is an Equal Opportunity Employer.