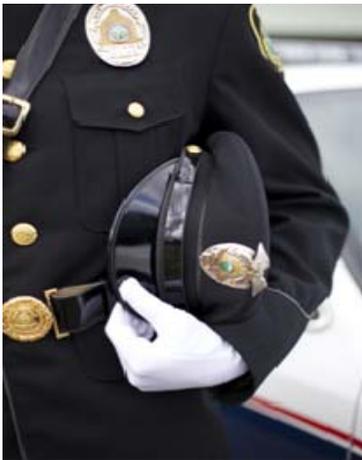




CITY OF ASHEVILLE, NC

POLICE CHIEF

70 Court Plaza, P.O. Box 7148, Asheville, NC 28802





Our Community

The City of Asheville, with a population of 83,393 people, comprises an area of approximately 45.2 square miles in Western North Carolina. The City is the county seat of Buncombe County, the largest city in Western North Carolina and the eleventh largest city in the State. Asheville is the regional center for manufacturing, transportation, health care, banking, professional services, and shopping.

Nestled between the Blue Ridge and Great Smoky Mountains, Asheville is known for its natural beauty. The city's rich architectural legacy, with its mix of Art Deco, Beaux Arts and Neoclassical styles, is the perfect backdrop to the energy that emanates from the locally owned shops and galleries, distinctive restaurants and exciting entertainment venues. Asheville is also home to the Biltmore Estate, an 8,500 acre estate built by George Vanderbilt and completed in 1895. There are plenty of outdoor recreation opportunities, including the Blue Ridge Parkway, national and state forests, and white water rafting. As a focal point for tourism in the region, Asheville is home to an assortment of historical landmarks, a municipal civic center for performances and exhibitions, museums, shops, restaurants, local breweries, and musical venues. In recognition of its status as a renowned tourist destination, Asheville was named one of 12 must see travel destinations in the world by Frommer's travel guides.

Demographics

A community with a median age of 38.2 years, Asheville has a diverse array of demographic groups. According to the 2010 census, the racial makeup of the city is approximately 79% White, 13% African American, 1% Asian, and 7% Other. The median income for the city is \$39,113. The major employers within the City and region are in the following sectors: educational services, hospitals, general government support, historic sites, accommodations, and food & beverage.

Accolades

- Livability.com's second-annual ranking of the 100 best small- to mid-sized cities in the U.S. included Asheville in the #12 slot. (September 2014)
- *USA TODAY* selected Asheville as one of the top "Southern Literary Destinations." (August 2014)
- Rhubarb and Curate were recently featured in round-ups of the best restaurants in the South by CNN.com and Food Republic. (August 2014)
- In a bracket-style vote, *Outside Magazine* readers picked Asheville as one of this year's "Best Towns Ever." (August 2014)
- Readers of *Condé Nast Traveler* voted Asheville #10 among the "2014 Friendliest Cities in the U.S." (August 2014)
- Real Estate Scorecard recognized Asheville as the "Most Beautiful Place in America to Live and More." (July 2014)
- *Departures* called Asheville "The Biggest Little Culinary Capital in America." (June 2014)



Our Government

The City of Asheville, which was incorporated in 1797, operates under a Council/Manager form of government. The seven members of City Council are elected at-large for staggered terms of four years. City Council, which acts as the City's legislative and policy-making body, selects the City Manager, who is the City's Chief Executive Officer and is responsible for implementing the policies and programs adopted by the City Council. The City's 1,100-person workforce provides a high level of City services including fire and police protection, planning, economic development, development services, public works (streets, sanitation, and stormwater services), parks and recreation, transportation and water.

Our Police Department

The Asheville Police Department is a nationally accredited police department through the Commission on Accreditation for Law Enforcement Agencies (reaccreditation pending in 2015). The Department has 279 authorized employees (224 classified as sworn) and a Fiscal Year 2014-2015 operating budget of \$24.25 million. The Police Chief is currently supported by a command staff that includes 2 Deputy Chiefs, 2 Captains and 13 Lieutenants. Under the current local Civil Service Law adopted by the North Carolina legislature, promotions and disciplinary actions within the Department are appealable to the Civil Service Board by all ranks up to and including Captains.

Mission - The City of Asheville Police Department is dedicated to providing public safety and maintaining order; enforcing the laws of North Carolina, upholding the United States Constitution and enhancing national security. The City of Asheville is committed to supporting a safe city with safe neighborhoods.

Guiding Principles - The Asheville Police Department will achieve its mission by committing to excellence through:

- *Integrity* - Honesty, compassion, trust, and accountability. Police officers have the courage to do what is morally, ethically, and legally right regardless of risk.
- *Fairness* - The Police Department will treat everyone impartially without favoritism or bias.
- *Respect* - The Police Department will treat everyone with dignity and courtesy without prejudice.
- *Professionalism* - The Police Department will deliver quality services through cooperation, open communication and a commitment to continuous improvement.

The Position

The position of Police Chief is appointed and reports to the City Manager (with day to day supervision by an Assistant City Manager). The Police Chief performs professional law enforcement work as administrative head and chief executive officer of the City Police Department. The Police Chief, is not covered by the Civil Service Law. The vacancy was created by the retirement of the incumbent after almost three years of service in the position.

Ideal Candidate

As an integral part of the municipal organization, the Police Chief is a recognized community leader responsible for providing leadership and vision for the Police Department, and advice and recommendations to the City Manager. In addition, the Police Chief is expected to provide leadership, guidance and education to and serve as a bridge between the community, the array of demographic groups within it and the Police Department.

While strong expertise in all facets of law enforcement and crime prevention is needed, the ideal candidate will have excellent leadership and administrative skills, outstanding communication and presentation skills, the ability to solve problems, and a track record of professionalism, integrity, striving for the highest ideals of public service and personal conduct.

The ideal candidate will be fair and equitable, able and willing to listen to staff and community, and be comfortable working with people of diverse origins and cultures. The Police Chief must be willing to hold him or herself and others accountable for an exemplary record of customer service, respect and interaction within the community.

The ideal professional background, qualifications and characteristics for the Police Chief include:

- Experience in financial management, budgeting, innovative practices in police operations, and information technology in a police-related environment.
- Strong leadership and supervisory skills, excellent communication skills, experience in labor relations, community relations, mediation and facilitation skills.
- State of the art enforcement practices, staff development, training, community policing, and the utilization of crime and other data for deployment and decision making.
- A minimum of ten years of progressively responsible experience in law enforcement administrative or command work; and/or any equivalent combination of training and experience required to perform the essential position functions.

The City of Asheville is seeking candidates with a strong experience, commitment and interest in:

- Fair, consistent and equitable treatment of all residents, visitors and staff.
- Being accessible, diplomatic and direct, establishing him/ herself as a credible leader and community resource.
- Transforming, creating and sustaining a positive atmosphere for employees in the organization and within the Police Department.
- Resolute commitment to enforcement practices that are consistent with the law, community policing strategies and a respectful relationship with the community. It is imperative that this individual builds credibility and is able to infuse accountability and respect within the department.
- Strong collaboration and relationship-building skills in working with the entire organization and the community. Experience with outreach and public engagement in a diverse community setting will be essential for the successful candidate. This individual should be a visible leader with a genuine interest in actively participating in the community.
- Embracing a willingness to be open and transparent, and who is approachable and personable, who values integrity and has a strong commitment to ethics.
- Capacity and interest to be an effective mentor and leader for staff.
- Strong collaboration and team building skills.
- Frequently communicating with the community on an individual and departmental basis; giving effective oral presentations and advanced written and oral communication skills.
- Intergovernmental cooperation and interaction with schools, University of North Carolina Asheville, Buncombe County Sheriff, Buncombe County District Attorney, and adjacent local, county, state and federal agencies.

Ideal Candidate Continued..

- Welcoming and comfortable in engagement with citizens and visitors of all genders, racial and ethnic backgrounds and lifestyles.
- Absolute and unwavering integrity and honesty, both on and off the job.
- Recognition of Asheville's uniqueness and its diverse communities, ethnic groups and neighborhood associations.
- The desire to become a part of the Asheville community and to develop a long-term relationship with the community.

The position of Asheville Police Chief is an outstanding opportunity to be a part of a diverse, engaged and inviting community, to make a difference in the life of the community, and to provide an outstanding level of public service.

Education and Experience

Interested candidates should possess a Bachelor's degree in law enforcement administration, criminal justice, public administration, or a related field; a Master's degree is highly preferred. Qualified candidates must have a Certification as a Police Officer (or possess necessary qualifications to be certified) and successful completion of mandatory in-service training requirements through the Criminal Justice Education and Standards Commission of North Carolina. The possession of a valid North Carolina driver's license will be required or the ability to obtain one upon relocation.

Salary

The City of Asheville is offering a competitive salary commensurate with experience and a comprehensive benefits package. Relocation assistance will be available for a successful out of area candidate.

How to Apply

Interested applicants should forward a cover letter and resume to:

resumes@affionpublic.com

Reference: ASHEVILLEPC

Affion Public
2120 Market Street, Suite 100
Camp Hill, PA 17011
717-214-4922
fax 717-214-8004
www.affionpublic.com



Delivering Leaders.



*Initial application review will begin in early April with a targeted on-site process the week of May 18th. The position will remain open until filled.