

SMITHFIELD



NORTH CAROLINA



The Town of Smithfield
is Seeking its Next Police Chief

smithfield-nc.com

THE Community

The Town of Smithfield, situated on the Neuse River in Johnston County, North Carolina, is a vibrant community of approximately 13,000 residents centrally located in North Carolina; neighboring the greater Research Triangle and just under two hours to numerous Atlantic Ocean beaches and the Outer Banks. *The Town of Smithfield, founded in 1777, is the county seat of Johnston County, and is known for its relaxed atmosphere, quaint downtown, friendly people, and an array of rural and small-town history and culture. Visitors come to stroll the picturesque main street with shops and restaurants, walk along the Neuse Riverwalk and greenway, attend community festivals, and shop at the popular Carolina Premium Outlets center.*

Smithfield sits just 30 minutes from North Carolina's capital city of Raleigh, which boasts an array of metropolitan amenities including museums, professional sports, performing arts venues, shopping, and an expanding culinary scene. In addition, the world-renowned golfing community of Pinehurst is a short 90-minute drive. Smithfield residents and visitors enjoy a vibrant downtown that includes festivals, new retail and restaurants, year-round activities and multi-purpose recreation and aquatic center.





The Town of Smithfield is located in the eastern half of North Carolina, approximately midway between New York and Florida; at the intersection of two major interstates: I-95 (north/south) and I-40 (east/west), and soon Interstate 42. Smithfield is in an enviable position for recruiting new, high-tech companies with close proximity to the Research Triangle Park, RDU Airport and three renowned research universities, Duke University, University of North Carolina-Chapel Hill, and North Carolina State University. Johnston County is the 6th fastest growing county in the nation! Smithfield and Johnston County are home to many high-profile companies including Flanders Airpure, Grifols Therapeutics, Novo Nordisk Pharmaceutical, Caterpillar, Johnston Health/UNC Healthcare, and Johnston Community College.

Visitors to Smithfield enjoy strolls along the Neuse Riverwalk and Buffalo Creek Greenway, the annual Smithfield Ham and Yam Festival, the historic downtown district, and the Ava Gardner Museum. Smithfield is a community that values its heritage while also embracing new growth and industry.

The Town of Smithfield is a great place to raise a family and call home. The Johnston County Public School system has 23 elementary schools, 12 middle schools, and 10 high schools, all of which are fully accredited. The district is a staunch supporter of STEM curricula and provides unique learning opportunities for students to advance their knowledge in science, technology, engineering, and math. Most recently, a STEM cohort from Smithfield-Selma High School became the first team in North Carolina to be chosen by NASA to compete for a chance to build and launch a small satellite, known as a CubeSat, into space with the NASA CubeSat Launch Initiative program.

The Town offers a variety of festivals, parks, greenways, and the Smithfield Recreation and Aquatic Center. With its temperate climate and proximity to beaches and mountains, the Town of Smithfield is an ideal location in North Carolina.



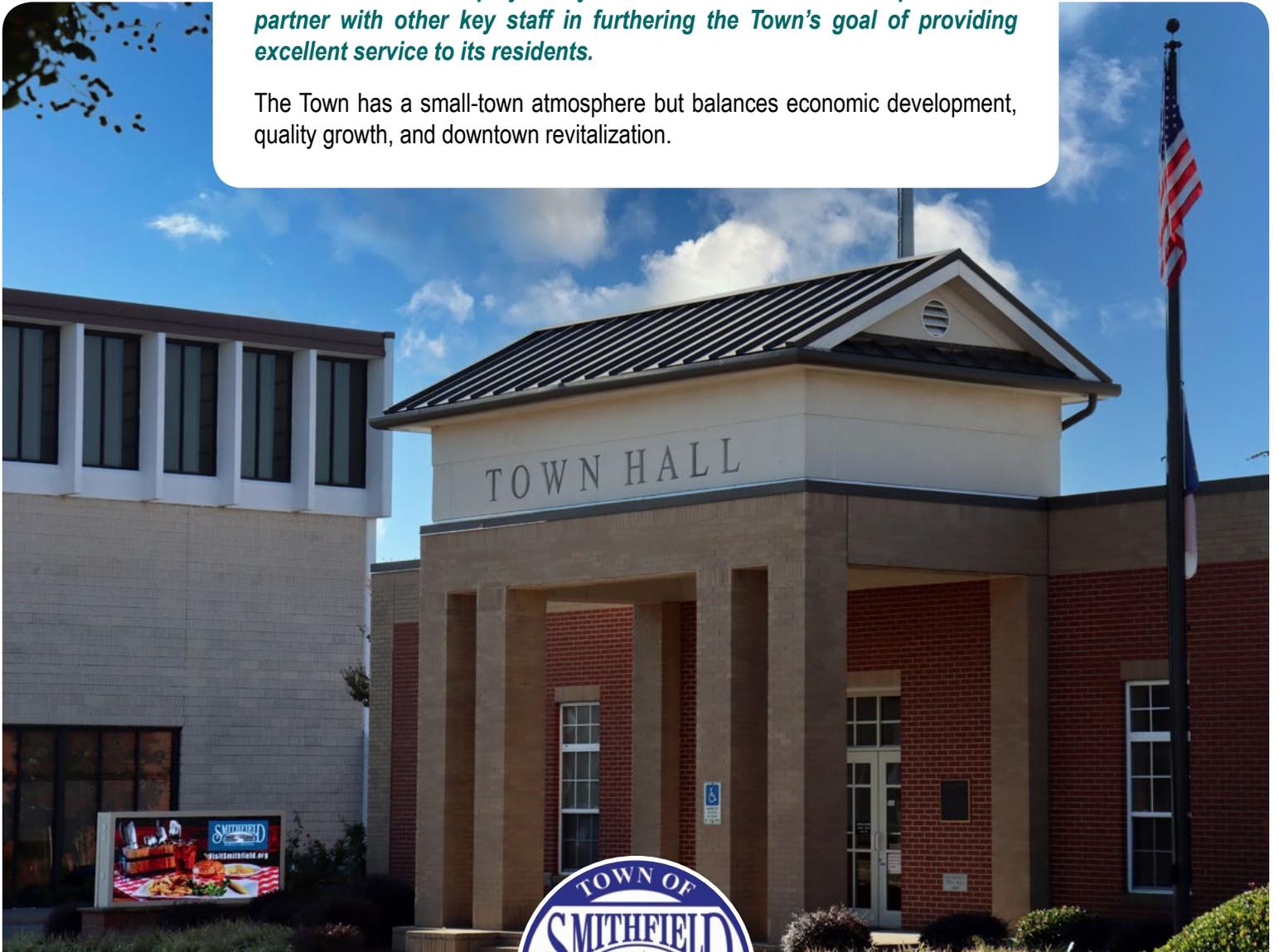
Johnston County is the 6th fastest growing county in the nation!

THE Organization

The Town of Smithfield is a full-service municipality that operates under a Council-Manager form of government, with the Mayor and seven council members. The Town Council sets policy, approves the financing of Town operations, and enacts ordinances, resolutions and orders. The Town Manager oversees day-to-day operations and is responsible for implementing the Council's priorities and policies and leadership of the Town's 165 full time and 100 part-time employees. The Police Chief is appointed by and reports to the Town Manager.

The Police Chief will play a major role in the senior leadership team and partner with other key staff in furthering the Town's goal of providing excellent service to its residents.

The Town has a small-town atmosphere but balances economic development, quality growth, and downtown revitalization.



Major Duties OF THE POSITION

- Developing and maintaining **open and productive lines of communication** with personnel at all levels;
- **Financial planning and budgeting** (\$4.3 million budget) with a specific emphasis on the aggressive and successful pursuit of state and federal grant opportunities as well as the successful administration of grant funding;
- Providing **oral and written presentations** on behalf of the department to the Town Manager, the Town Council, citizens, public and private agencies, community groups, and the media;
- Coordinating with appropriate internal and external agencies to **develop strong mutual aid agreements and regional partnerships**;
- Planning for long-term **department staffing, training, and equipment demands**;
- Leading, planning, organizing, evaluating, and coordinating the **development and implementation of policies and procedures** in accordance with applicable state laws and county ordinances;
- **Assuring departmental compliance** with all applicable laws, ordinances, certifications, regulations, and standards of good business practice in all department activities and endeavors;
- Leading, planning, organizing, evaluating, directing, and coordinating the work of subordinate personnel (43 FTE) in **conducting police functions** in collaboration and cooperation with other Town departments and neighboring communities;
- Managing the **recruitment, training, and certification** functions of the department;
- Providing for **accurate record keeping** and ensuring training, safety, certification, incident reports, and other necessary records and reports are complete and up to date;
- Preparing and supervising the development and management of the **department's annual budget**;
- Researching and developing recommendations and implementing approved **operational policies, expenditures, plans, and administrative matters** as they affect the operation of the department;
- Maintain the department **advanced accreditation certification** through CALEA.

Compensation AND Benefits

The salary range for the position is \$95,000 - \$135,923.84.

The Town of Smithfield offers an excellent benefits package including, but not limited to, Town-paid health insurance; 5% Town-contribution to 401k; participation in the Local Government Employees Retirement System; long-term disability insurance (voluntary: dental, vision, life, and short-term disability insurance, etc.); up to twelve paid holidays per year; vacation and sick leave; flexible spending account; professional dues; conference expenses; free membership to Smithfield Recreation and Aquatics Center; and an educational partnership offering scholarships with, but not limited to, the University of Mount Olive.

The Town of Smithfield seeks a law enforcement leader with a minimum of 8 years of progressive law enforcement experience and 5 years of cross-functional and progressively responsible experience including patrol, administrative and command divisions; a BA/BS degree is required (Master's degree highly preferred); or any equivalent combination of education and experience that provides the required knowledge skills, and abilities of a law enforcement executive; Graduation from a nationally recognized police executive training program, and/or other advanced law enforcement executive training (i.e., FBI National Academy, SMIB, FBI LEEDA, Administrative Officers Management Program, etc.) is highly preferred.

Qualifications

Past experience should demonstrate a successful record of collaborative team building with staff and other departments within the organization, including successful management of diversified recruitment and promotion, planning for growth in services and service demand, capital planning and project management, training and certifications, and finance.

The most competitive candidates will be strong leaders who demonstrate visionary leadership, experience with accreditation, and a demonstrated ability to cultivate effective, inclusive working relationships with staff, residents, supervisors, elected officials, and stakeholders.

HOW TO Apply

APPLICATION AND SELECTION PROCESS

The initial review of applications will begin on December 1, 2022. To be considered, please complete and submit a Town application along with a cover letter and resume. All applications will be kept confidential until the final stage of the open-community portion of the hiring process and would be disclosed to each candidate in advance. The Town will review candidates who most closely meet the established criteria and finalists will be invited to participate in an assessment center in mid-January 2023.

The employment application is located here:

[JOB APPLICATION \(smithfield-nc.com\)](https://smithfield-nc.com)

Questions about the application process can be directed to Tim Kerigan, Human Resources Director, at tim.kerigan@smithfield-nc.com or by calling 919-934-2116 x1109.

For more information about the Town of Smithfield, please visit smithfield-nc.com

The Town of Smithfield is an Equal Opportunity Employer and values diversity at all levels of its workforce.



Recruitment handled by

*The MAPS
Group*