



Invites Your Interest for the Position of

Chief of Police



Are You the Next Claremont Police Chief?



Located in North Carolina's picturesque Western Piedmont Region, the City of Claremont is seeking a community oriented public servant and innovative professional to serve as the next Police Chief. Under the direct supervision of the City Manager, the Police Chief is responsible for an annual budget of over \$1 million. The department consists of nine full time and two part time employees, includes one captain, one sergeant, and two corporals. Claremont is known for its low crime rate, which will give the new chief a unique professional opportunity to grow and continue to modernize the department (the department is currently in the process for NCDOJ accreditation). The successful candidate must be a leader with strong interpersonal skills and a proven record of successful communication with elected officials, staff, and citizens. We look forward to your application!

What We're Looking For...

Desired Attributes and Characteristics

- Honest and empathetic communicator who is able to effectively interact and establish trust with city staff, citizens, and elected officials.
- An innovator with the creativity to utilize a smaller set of resources while still growing and adapting to the ever-changing modern law enforcement environment.
- Open-minded decision maker who is thoughtful and listens to staff while being able to explain both "yes" and "no" decisions.
- Positive personality who is community-minded and familiar with the community policing model of the department having a proactive presence.
- A truly modern "leader-as-a-coach" who is able to recognize staff achievements while cultivating a professional and positive work environment for the highest level of employee morale.
- Understanding and sensitive to issues within law enforcement and amongst community residents and visitors.

Education & Experience

- Minimum 10 years of total law enforcement experience with 3-5 years of supervisory experience OR an equivalent of training and experience. *Note: Bachelor's degree in a related field and graduation from police executive level training (FBINA, AOMP, AOC, etc.) is preferred.*
- Relevant education should be from an accredited college or university with related course work in criminal justice, public administration, or business administration.
- Experience in law enforcement management and leadership, preferably in local government.
- Background and professional knowledge of criminal investigations.
- Prior experience and knowledge with the principles and practices of general local government management including human resources, department policies, emergency services, preparation of budgets, and department financial management.
- Completion and possession of a North Carolina Basic Law Enforcement Certificate.

Hiring Range: \$95,078-\$106,962 DOQ

Note: The selected candidate is encouraged to reside within the city limits or within a 30 minute commuting distance, as approved by the City Manager.

About The Claremont Community And Government

Located in Catawba County, the City of Claremont is home to about 1,705 residents, with an international business community that sees the population increase by approximately 5,000 each day. A progressive city dedicated to preserving small town values while planning for the future, Claremont is ideally situated in the Western Piedmont Region, near fast-growing Hickory and an hour drive to Charlotte, Asheville, and Boone.

The City operates under the Council-Manager form of government and is comprised of a Mayor and five-member City Council elected at-large and serving four-year staggered terms. The City has six departments: Administration (including Finance and HR); Police; Fire; Parks & Recreation; Planning and Zoning; and Public Services (includes streets, rough trash & leaf collection, water/ sewer line maintenance).

The mission of the Claremont Police Department is to be a community-oriented law enforcement agency that enables and empowers its Police Officers to function as community servants. Organizing and working alongside residents to help them prevent, resist, and eliminate crime and other disorder in their neighborhoods. Furthermore, we endeavor to be a law enforcement agency with Officers always adhering to the Constitution and the rule of law.

How To Apply

Submit a letter of interest, resume, and WPCOG application to the following:

Western Piedmont Council of Governments
Attn: David Pugh, Director of Admin Services & HR
PO Box 9026
Hickory, NC 28603

Electronic submission of applications via email at david.pugh@wpcog.org is encouraged. Please submit application materials **no later than Thursday, February 29th**. Candidates will be subject to an interview and assessment process. The first round of interviews are expected to take place in early April 2024.

Equal Opportunity Employment

The City of Claremont is an equal opportunity employer.

www.cityofclaremont.org | www.wpcog.org

