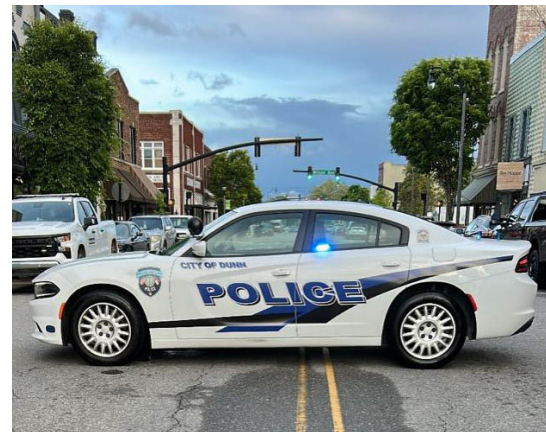




THE CITY OF DUNN

Invites Your Interest in the Position of

CHIEF OF POLICE





Position Closes December 10, 2025

Are you a law enforcement professional who:

- ✓ Leads by example?
- ✓ Values community trust?
- ✓ Is ready to guide a department through growth and renewal?

If so, becoming the City of Dunn's next **Chief of Police** in an accredited agency may be the career move for you. The city, located about 30 miles southwest of Raleigh, is seeking an experienced, community-minded **Chief of Police** who leads with integrity, accountability, and compassion. The ideal candidate will bring a collaborative leadership style, strengthen the department's visibility and connection with the community, and foster a culture of professionalism, fairness, and trust. This individual will set a clear vision for the department, lead by example, and model the high standards expected of all staff.

The next **Chief** will proactively address crime, maintain operational excellence, and promote an environment of teamwork, equity, and accountability. As a visible and approachable leader, the ideal candidate will actively engage with residents, businesses, and community organizations to build trust and strengthen relationships. They will approach challenges with fairness and transparency, address diversity and equity issues thoughtfully, and demonstrate a deep commitment to ensuring that every resident feels safe and respected.



To build trust and strengthen relationships, the Chief actively engages with residents, businesses, and organizations at community events year-round such as (clockwise from left) a Valentine's Dance for the residents at the Senior Citizens Village; "Touch a Truck", where they display first responders' vehicles used to protect citizens; enrichment time with animals at the Dunn Animal Shelter; and Trunk or Treat, a Halloween-themed event where officers decorated their vehicles and handed out candy to children in the community.

About the Community:

Dunn is a small but growing city in Harnett County with a population of around 8,500. Its location along the I 95 corridor provides easy access to larger cities while maintaining the charm and affordability of small-town living. The city is racially and culturally diverse, with a mix of long-time residents and newcomers drawn to its community atmosphere and lower cost of living compared to larger urban areas. The median household income is around \$47,310, and about 18.6% of residents live below the poverty line. Housing is affordable, with a mix of single-family homes, apartments, and historic properties.

Dunn offers a strong sense of community, with local events, festivals, and civic activities that bring residents together. The [NC Cotton Festival](#), (below) held annually on the first Saturday in November, celebrates the region's rich cotton farming heritage. This family-friendly event offers live music on two stages, food and craft vendors, cotton gin tours, a car show, and kid-friendly activities like rides and Kidz Land.



The City of Dunn Dog Park (above, below) is designed for both pets and their owners to enjoy fresh air, exercise, and community time.



Photo: www.thecottonfestival.com

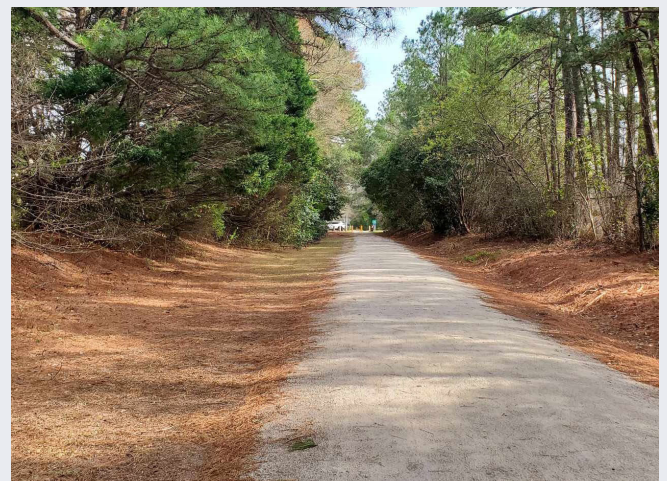


The charming and historic downtown district (top left) features local shops offering boutique clothing, home décor, and artisan goods, eateries, and distinctive architecture. Outdoor enthusiasts enjoy the [Dunn Erwin Rail Trail](#), (middle left) a scenic multi-mile path ideal for walking, biking, or simply enjoying nature along a former rail line, as well as Rhodes Pond, which offers opportunities for fishing, canoeing, and photography.

The city has a diverse range of parks and recreational facilities designed to meet the needs of residents and visitors alike. [Tart Park](#) (bottom left) is a standout destination, featuring well-maintained walking trails that wind through scenic green spaces, along with playgrounds and picnic areas perfect for families and gatherings. The [Dr. P.K. Vyas Recreation Center](#) provides both indoor and outdoor recreational opportunities and serves as the hub for the city's Recreation & Parks Department, which manages multiple parks and athletic fields throughout the city. Dunn's walking trails (below) are ideal for jogging, walking, or leisurely strolls, and the open spaces accommodate dog-friendly outings, offering residents a welcoming environment to stay active, enjoy nature, and connect with the community.



History buffs can visit the nearby [Averasboro Battlefield and Museum](#) to learn about Civil War history through museum exhibits, walking trails, battlefield tours, and interpretive programs that highlight the 1865 Battle of Averasboro.



About the Organization:

Operating under a Council-Manager form of government, the City Manager reports to the Mayor and six at-large Council members, who act as the policy-making body. The city is divided into six wards, and each ward elects one council member to represent it, while the mayor is elected by the city at large. The City's [FY 2026 budget](#) of \$14,272,257 supports 133 full-time and 24 part-time employees across seven departments: Administration, Finance, Planning and Inspections, Police, Public Works, Parks and Recreation, and Public Utilities.

About the Department and Position:

A nationally accredited law enforcement agency (CALEA) since 2019, the Dunn Police Department is responsible for all facets of municipal law enforcement, including patrol, investigations, community policing, grant management, policy development, and collaboration with state and federal agencies.

Reporting to the City Manager, the **Chief of Police** provides leadership and direction for all departmental operations, ensuring effective law enforcement services and a strong commitment to public safety. This position is responsible for setting both short- and long-term goals, developing policies and procedures, and fostering a cohesive, professional, and accountable team. The **Chief** manages all aspects of departmental administration, including recruitment, training, performance evaluation, and personnel development.

In addition to overseeing the department's budget, grants, and resources, the **Chief** maintains open communication with city leadership, community partners, and residents. The role monitors crime trends, ensuring timely responses to public concerns, and collaborating with regional and state law enforcement agencies. The **Chief** manages the department's \$5.3M budget and oversees the department's 48 full-time and 8 part-time personnel, including three direct reports: Major, Lieutenant of Professional Standards, and CALEA Manager.



Key Position Priorities:

- Recruit and retain high-quality officers by promoting professional development, fostering engagement, and utilizing the City's compensation and incentive programs.
- Support and guide a young, motivated command staff, build morale, and set clear expectations for professionalism, visibility, and discipline
- Continue efforts to manage homelessness in parks and downtown while maintaining strong partnerships with local organizations such as the Beacon Rescue Mission
- Increase proactive patrols, improve response times, and maintain a visible presence in higher-crime areas to address gang, drug, and property-related offenses
- Prepare the department for Dunn's ongoing development along the I-95 corridor while balancing public safety with economic and residential growth

Qualifications:

This position requires a bachelor's degree in criminal justice or public administration supplemented with advanced courses in police science, and considerable managerial law enforcement experience; or an equivalent combination of education and experience. Preferred qualifications: 10+ years of progressive experience and a rank of Captain or higher.

Transfers: An officer holding probationary certification may not laterally transfer from one law enforcement agency to another. The probationary period must be completed in its entirety at the same agency. If an officer terminates employment with one agency before his or her year is up, then he or she must start a new probationary period at the new agency. *In-state* candidates with less than a three-year break in NC service may receive partial credit toward basic law enforcement training. *Out-of-state* transferees will be evaluated to determine the amount and quality of their training and experience. At a minimum, out-of-state candidates must have two years of full-time, sworn law enforcement experience and must have successfully completed a basic law enforcement training course accredited by the state from which they are transferring and cannot



In April 2024, the department unveiled its newest patrol vehicle that was designed to support Domestic Violence Awareness.

have a break in full-time service exceeding three years at the time of appointment. Individuals with Federal law enforcement officer certification who have not had a break in service exceeding three years at the time of appointment may receive partial credit toward NC basic law enforcement training. NC does recognize and give partial credit for military police (MP) training if the candidate has completed a formal military basic training program and been awarded a military police occupational specialty rating and has served as a military police officer for not less than two of the five years preceding the date of appointment.

The Successful Candidate:

- Leads with integrity and vision by setting a clear direction for the department, prioritizing public safety while cultivating a culture of trust, respect, and transparency that inspires both officers and the community to engage positively and confidently;
- Supports officers in their work by actively listening to their needs, advocating for their safety, recognizing their contributions, and providing the guidance and resources they need to perform effectively and feel valued as essential members of the team;
- Practices fairness and consistency by holding all staff accountable while maintaining open communication, transparency, and accessibility, ensuring that decisions are equitable, understood, and reinforce confidence in leadership and the department;
- Balances strong law enforcement with empathy by addressing serious crime decisively, while also considering the human element, treating all individuals with respect and understanding, and making measured decisions that reflect both justice and compassion;
- Builds meaningful relationships with the community by being approachable, visible, and engaged, listening to residents' concerns, understanding the unique needs and challenges of Dunn, and fostering partnerships that strengthen public trust and safety;
- Communicates clearly and consistently by sharing plans, strategies, and expectations openly, providing regular updates, and following through on commitments to build credibility, confidence, and shared understanding across the department and community;
- Invests in the growth and wellness of staff by modeling professional development, encouraging training, supporting work-life balance, and creating opportunities for mentorship and skill-building that empower officers to excel both personally and professionally;
- Demonstrates composure, patience, and resilience by remaining calm under pressure, making thoughtful decisions in complex or challenging situations, and maintaining steadiness even when facing criticism or unpopular choices;



The Dunn Police Department, along with other first responders, provides essential support for the NC Cotton Festival, which is held every year in downtown Dunn.

- Leads by example on the streets and in the office by being present, approachable, and hands-on, showing dedication, professionalism, and a commitment to active leadership that sets a high standard for the department; and
- Maintains open and approachable communication with the elected board, actively listening and collaborating to align departmental goals with community priorities, while using this accessibility to foster transparency, strengthen public trust, and ensure the Police Department operates efficiently, fairly, and in a way that serves all members of the community.

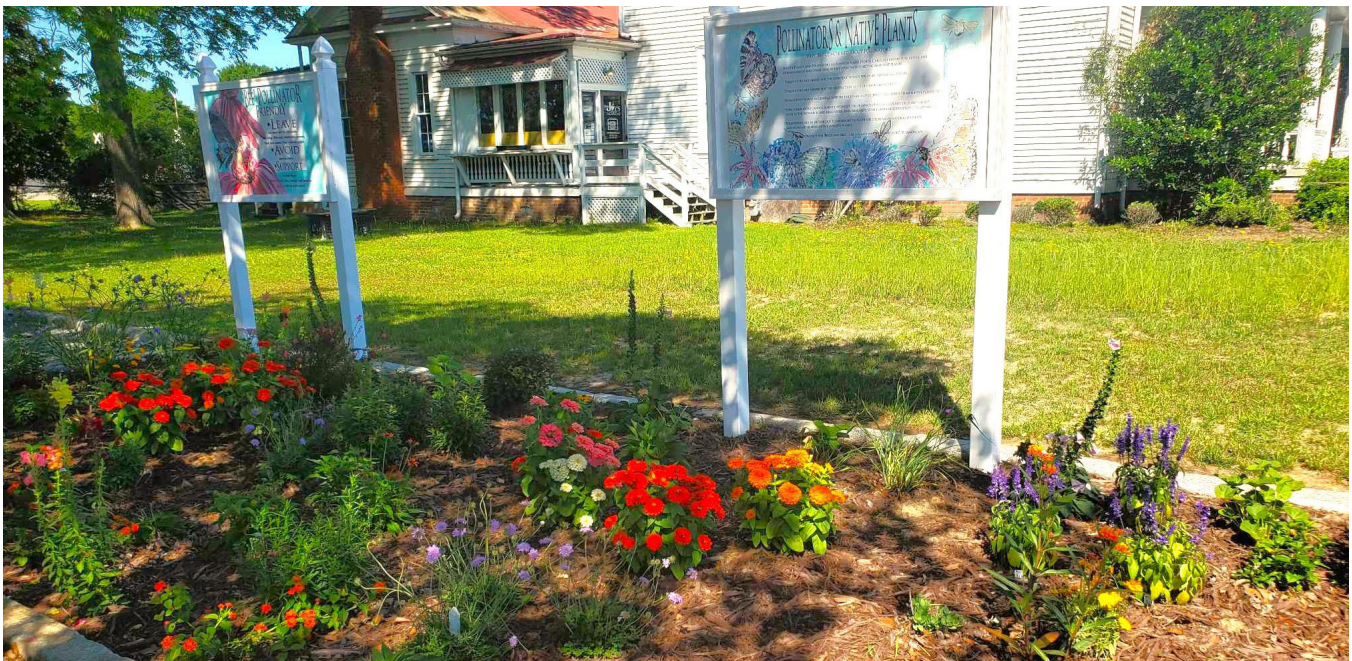
Salary and Benefits:

The hiring range for the position is \$92,900 - \$110,000, commensurate with education and experience. The City of Dunn provides an excellent benefits package that includes participation in NC Local Government Employees Retirement System; participation in the State Health Plan, employer-paid dental, vision & life insurance; optional FSA participation; optional life, disability, cancer, critical illness, and accident insurance; 401(k) plan and optional 457(b) plan; 12 paid holidays; birthday holiday; and vacation/sick leave.

To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates>. and click on the **Chief of Police – City of Dunn, NC** title.

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the city's employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by **December 10, 2025**, to be considered during the first round of reviews.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **January 13-14, 2026**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate, as these dates are fixed.
- Direct *inquiries* to hiring@developmentalassociates.com

The City of Dunn, NC is an Equal Opportunity Employer.



The Michael B. Williams Pollinator Garden at the Dunn Public Library is a 17-by-38-foot haven where visitors can relax on a granite bench and explore three vibrant signs that showcase the beauty and benefits of flourishing perennial pollinator plants.



Developmental Associates, LLC manages the recruitment and selection process for this position. To learn more about our selection process, visit <https://developmentalassociates.com/client-openings/>, select "Client Openings," and scroll down to "Important Information for Applicants."