



**POLICE CHIEF**

**RECRUITMENT**



## Welcome to Oak Island

Situated on the southern end of North Carolina's picturesque coastline, the Town of Oak Island (OKI) encompasses nearly 20 square miles; offering 10 miles of beachfront, along the 12-mile-long island from which the Town derives its name. Consistently ranked as one of the best beach towns in North Carolina, as well as throughout the southeastern United States, the "island" portion of the Town is marked by the Atlantic Ocean to the south and the Intracoastal Waterway (ICW) to the north. With approximately 8,500 residents year-round, the Town boasts a summertime population that swells to nearly 50,000 visitors and seasonal residents alike.

Through the dedicated staff of the Oak Island Police Department, the Town works hard at successfully maintaining a safe balance of its bustling, vibrant tourism, with the traditional, quiet charm of a small coastal town.



Much more than "just a beach town" however, Oak Island provides amenities far beyond the beach itself, such as boating, fishing, kayaking, golf, fine and casual dining, established retail and small local shopping, boutique hotels, two fishing piers, and a robust Town recreation program ... all watched over faithfully by the 63-year-old Oak Island Lighthouse. Ever-growing commercial and retail opportunities provide the conveniences of larger municipalities, without sacrificing the hometown familiarity.





## Government

The Town of Oak Island utilizes a Council-Manager form of government. A Mayor presides over a five-member Council and Mayor, who appoint a Town Manager. The Manager oversees the Town's day-to-day operations, including direct supervision of department heads and the administrative team. The Police Chief reports directly to the Town Manager and is a member of the administrative team. On average, the Town maintains approximately 140 employees, across a dozen departments. These departments and staff all perform various functions and must work together seamlessly to provide public services for all residents, property owners, and visitors.



## Police Department

The Oak Island Police Department (OKI-PD) is a whole service, fully accredited law enforcement agency. The department is responsible for the enforcement of all local and state laws and the investigation of any crimes within the Town limits. The department is composed of 60 employees, which includes 28 full time sworn officers, 8 part time sworn officers, 2 full time administrative staff, 6 part time seasonal staff, and 10 civilian volunteers. Together, OKI-PD employees are committed to protecting the residents and visitors of Oak Island, and to preventing crime through partnerships with the community.



## Seasonal Shifts

Unlike many municipalities which may experience tourism year-round, the majority of visitors to the Town of Oak Island come during the summer months. This “seasonal swell” can bring an influx of visitors, who in a single weekend can increase the Town’s current population by more than five times.

Each year, the Police Department must assess and adapt to these increases, to continue providing the same level of service, despite the dramatic changes in community dynamics. Seasonal programs and agency divisions such as the Beach Patrol, are vital components to this adaptation, and resources which must be managed carefully.



## Department Mission & Goals

The mission statement for the Oak Island Police Department, is to “***serve the public by furthering a partnership with the community to prevent crime, thereby protecting life and property, and resolving problems.***” This mission is lived out through the clearly defined departmental goals of providing:

- **Community Policing** through established partnerships and visible presence.
- “**Family-First**” work environments, by emphasizing internal growth through personal development.
- **Consistent Services** to the community, through the efficient utilization of resources.





## About the Position



The Police Chief for the Town of Oak Island performs the administrative, managerial, and specialized law enforcement work in planning, organizing, and directing the activities of the Police Department. The Chief needs to be a strong and visionary leader that is team-oriented, possesses exceptional communication skills, and utilizes a style that engenders mutual trust and openness among all levels of the Department's operations. The Chief must also have an established record of teamwork in law enforcement and possess a record of building and maintaining strong relations in the community.

The Chief must be an advocate for the Department and balance the ability to develop and maintain credibility and trust with the department and Town staff, the public, and cooperating agencies at the local, state, and federal levels. The Chief of Police will be a key member of the Town's leadership team possessing highly developed and polished communication and presentation skills, with the ability to perform well under pressure and meet deadlines.

The position of Police Chief also includes overseeing the preparation of special state, federal, and local reports, exhibiting strong diplomatic skills in cooperating with other law enforcement agencies, preparing and managing operating and capital budgets, overseeing the application of technology within the department, and supervising all department personnel. The primary characteristic sought in the next Police Chief is that of a decisive leader, who is willing to collaborate with staff while ultimately remaining responsible and accountable for the final decision. The Chief will have a high degree of visibility in the department and community, both on and off the job.

Please visit [www.OakIslandNC.com/ORG](http://www.OakIslandNC.com/ORG) to view the Oak Island Police Department Organizational Chart.

## Compensation & Benefits

The salary range for the position of Police Chief is between **\$71,620 - \$106,834** depending on qualifications such as training, certification, education, and commensurate experience level. A comprehensive benefits package, including health, dental, vision, and life insurance options are provided by the Town of Oak Island, including paid time off for sick, annual, and holiday leave. The Town participates in the NC Local Government Employees' Retirement System (LGERS), which is funded with a 6% employee contribution and 12% employer contribution. In addition, the Town offers a 401k program with a 5% percent contribution from the employer.

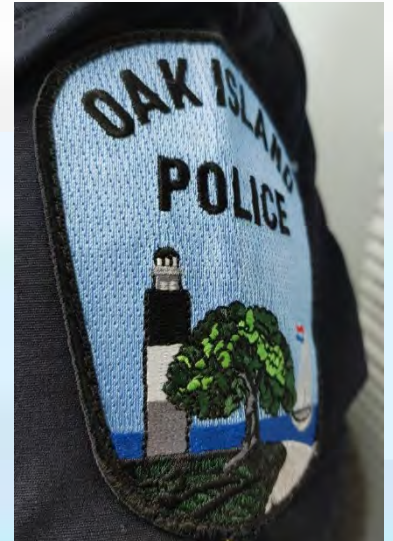
## About the Candidate

The ideal Police Chief candidate must possess a thorough knowledge of law enforcement principles, practices, methods, and equipment. This must match their knowledge of state and federal laws, local ordinances, and policies of the Police Department. As Chief they must be eager to understand and adapt to the physical, economic, and social characteristics of the Town.

In addition to a knowledge of current best practices, they must also be willing and motivated to advance the department and their field. Through innovative leadership, performance coaching, and the application of new technologies and techniques, they must build the skills necessary to develop a high-performance team. The successful candidate must have a commitment to mentoring, training, staff development and involvement, while valuing employee input into decisions and developing the leadership and vision for the future of the Department.

An ideal candidate must also be skilled in public presentation, problem-solving, and collaborative conflict resolution. Effectively and efficiently managing a department, including all related administrative, supervisory, and budget administrative functions are key elements to the position. The candidate should have a proven track record of

community involvement, and an ability to establish strong relationships with property owners, residents, visitors, and the business community. Additionally, the Chief will be astute politically without engaging in politics and display impeccable character, candor and a professional reputation. The ideal candidate will be forward-thinking and visionary in the field of law enforcement with the experience and confidence to effectively address and speak to issues of diversity. The Police Chief must also have the courage to provide candid advice to the Town Manager and the Town Council while carrying out the position's responsibilities. Finally, the Police Chief must exhibit an appreciation for the history and culture of the community and the Oak Island Police Department.





## Candidate Qualifications

Candidates should possess at least seven years of progressively responsible police supervisory and managerial experience in a comparably sized law enforcement agency. A bachelor's degree (master's degree preferred) in criminal justice administration, public administration, or a related field is required; or any equivalent combination of education, training, and experience which provides the knowledge, skills, and abilities to perform the duties of the position.

## How to Apply

Qualified candidates should submit a completed employment application, along with cover letter and resume via the Town Website at [www.OakIslandNC.com/JOBS](http://www.OakIslandNC.com/JOBS). This position will remain open until filled; the first review of resumes is anticipated to begin on Monday, November 8, 2021.

Following review, applications will be screened against criteria outlined in this information packet. Final interviews will be offered to those candidates named as finalists by the Town, with reference checks conducted prior to the interviews (after receiving candidates' permission).

For more information, please contact Debbie Lasek, Human Resources Officer, at [dlasek@oakislandnc.com](mailto:dlasek@oakislandnc.com), or call 910-201-8014. The Town of Oak Island is an Equal Opportunity Employer.

For more information on the Oak Island Police Department, as well as all other Town Departments, services, and partner organizations, simply visit the Town of Oak Island Website at [www.OakIslandNC.com](http://www.OakIslandNC.com).

