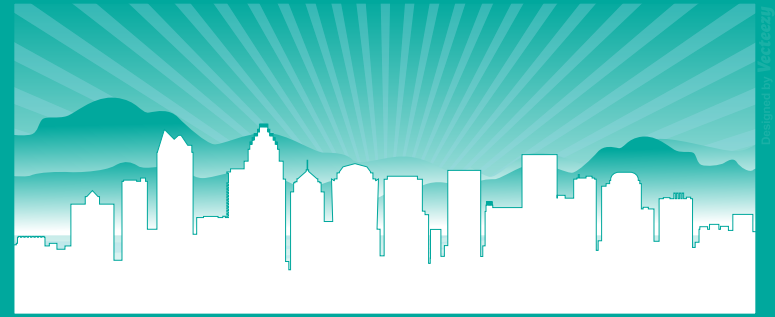




Charlotte

North Carolina

invites your interest in the position of



Chief of Police



Recruitment Services Provided by Ralph Andersen & Associates



An Extraordinary Opportunity to Work in a World-Class City

A national search is underway to attract highly qualified candidates to apply to lead the Charlotte-Mecklenburg Police Department (CMPD). Chief Johnny Jennings is retiring after over thirty years with the City of Charlotte, including five years as its Chief of Police. Events around the country have underscored the need for, and importance of, lasting collaborative relationships between law enforcement and the community. The City of Charlotte leadership is eager to continue making comprehensive and positive changes that build both community trust and ensure public safety; with strong civic and community support, meaningful changes are underway. Charlotte seeks a proven reform-minded leader with top-notch communication skills, the utmost ethical standards and a commitment to transparency who will thrive in this dynamic organization.

The City of Charlotte is considered one of the most ethnically and culturally diverse cities in the nation and the successful candidate will have the opportunity to engage with Charlotte's many neighborhoods, from its youth to its senior population, and will be committed to building trust among all residents.

The City of Charlotte

People love to live in Charlotte. Charlotte-Mecklenburg has one of the highest in-migration rates in the nation. In fact, the area consistently ranks in the top 10 most popular destinations to move to in the U.S. and Charlotte is the second fastest-growing large city in the country. Why Charlotte? Low cost of living and high quality of life. With a population of more than 2.3 million, the Charlotte metropolitan area offers all the advantages and amenities of a major urban area with the feel of a small town. The City of Charlotte's population of approximately 966,000 is growing rapidly every day, making it the largest city in the region and the 15th largest city in the United States. The City of Charlotte's overall Fiscal Year 2026 budget is \$3.65 billion, with Police Department-related expenditures representing 39% (the single largest line item) of the City's General Fund budget.

Charlotte enjoys a vibrant, balanced economy that encompasses many sectors and companies that range in size from multinational to microbusiness. The business variety helps make Charlotte's economy one of the healthiest and strongest in the Nation. Diverse business interests shelter the city from problems that can result from slowdowns and other economic challenges. The solid base also facilitates exceptionally strong growth during economic upswings. Charlotte's most surprising characteristic is that this southern city is home to some of the largest corporations in the world. Seven Fortune 500 companies are headquartered in Mecklenburg County. Another two Fortune 500 companies are headquartered in the Charlotte metro area: Home improvement giant Lowe's is based out of Mooresville, North Carolina, and Domtar is headquartered in Fort Mill, South Carolina. This ranks the Charlotte metro area 20th nationally in metros with Fortune 500 headquarters. Charlotte is consistently recognized for being a top place to live, work, and play. U.S. News & World Report (2024-2025) named Charlotte #5 on the list of Best Places to Live in the U.S..



Charlotte is firmly established as one of the country's most recognized and respected regional health care centers. Cutting-edge facilities offer top-notch care, and a very wide network of senior living facilities supports relocating professionals with family members in need of such services. Charlotte offers a nationally acclaimed level of higher education. The 51 colleges and universities within the area serve more than 222,000 students. Charlotte-Mecklenburg Schools (CMS), the public school system serving Mecklenburg County, continually ranks as one of the best urban systems in the country. Thirty-four CMS schools were recently named honor schools of excellence or distinction by the state of North Carolina. Charlotte neighborhoods and residences have distinct personalities and offer diverse housing options.

The City of Charlotte *continued*

Charlotte's thriving arts community enhances an already rich and stimulating quality of life. Symphony, dance, theater, opera, art museums and a wide range of other venues are supported by the community. A large number of arts venues are located downtown within walking distance of each other and the LYNX Blue Line light rail.

If sports are your pleasure, Charlotte has it all: the Carolina Panthers (NFL), Charlotte Hornets (NBA), Charlotte FC (MLS), NASCAR, PGA, MLL, USL, AAA baseball, and an NHL/AHL affiliate, not to mention collegiate sports. Outdoor recreation opportunities abound in Charlotte: canoeing and kayaking at the U.S. National Whitewater Center; boating and fishing on lakes Norman, Mountain Island, and Wylie; golfing on courses that are accessible from all residential and business areas; skiing in the Appalachian Mountains; and camping, horseback riding, hiking and more.

Nothing could be finer than Charlotte's North Carolina weather. Four distinct seasons with balanced summers and winters prevail. Extreme conditions are rare, allowing year-round use of the city's 17,600 acres of parks, 37 miles of greenways and more than 30 public and private golf courses. The City of Charlotte is truly a marvelous place to live, work, and raise a family.



The Charlotte-Mecklenburg Police Department

The Charlotte-Mecklenburg Police Department (CMPD) was formed on October 1, 1993 through the consolidation of the Charlotte Police Department and the Mecklenburg County Police Department. CMPD serves the residents of the City of Charlotte and the unincorporated areas. It is the largest Police Department between Washington, D.C. and Atlanta, Georgia. The Department is supported by 1,936 sworn officers and 483 non-sworn staff with a Fiscal Year 2026 budget of \$366,194,870 covering an area of 438 square miles with a population of over 900,000.

The CMPD is organized into the Office of the Chief of Police, who is assisted by five Deputy Chiefs, organizing and directing the activities of CMPD's following major service groups including:

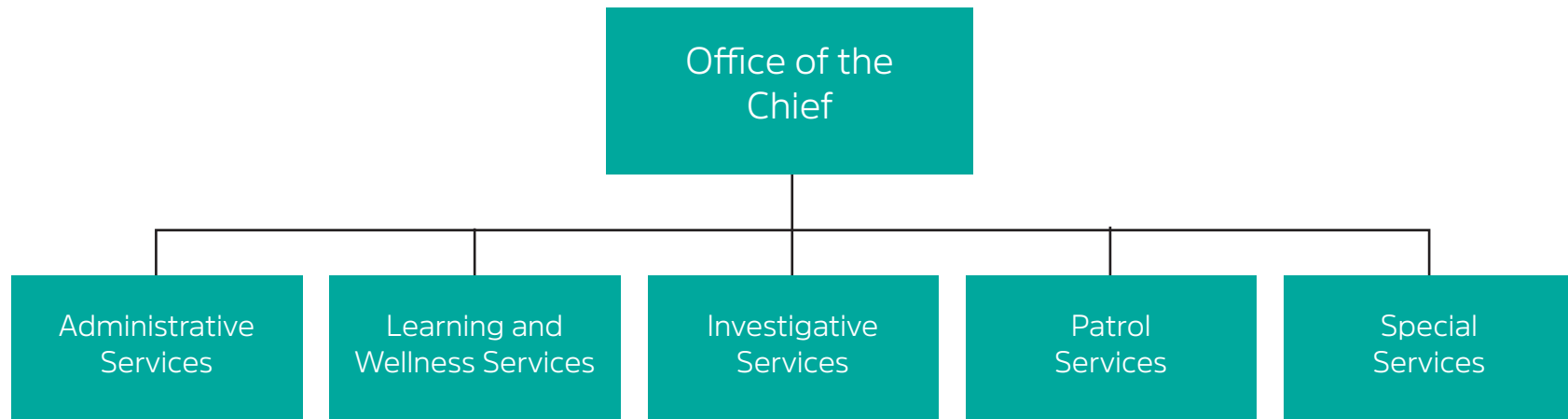
- Administrative Services;
- Learning and Wellness Services;
- Investigative Services;
- Patrol Services; and
- Special Services.

MISSION STATEMENT

CMPD implements solutions and expands collaborative relationships within our organization and community to enhance trust, fairness and respect, to increase public safety.



Organizational Chart



City Government

The City of Charlotte operates under a “council-manager” form of government that divides responsibilities between elected officials and an appointed City Manager. Citizens elect the Mayor and 11 Council Members every two years. The Chief of Police is appointed by and reports to the City Manager.

The Position

The Chief of Police provides administrative direction for CMPD functions, operations, and personnel through the supervision of subordinate staff and review of their activities. Responsibilities include formulating policies and regulations governing activities and preparing or directing the preparation of proposals concerning Department activities. Work involves the selection, training, assignment, and discipline of all departmental personnel. Administrative duties include: directing the preparation of annual budget estimates and controlling the expenditures of Departmental appropriations; developing short- and long-range plans and objectives to improve Department services; directing the development of in-service training programs to increase Department efficiency and prepare employees for advancement; coordinating Department activities with those of other City departments and local and regional law enforcement agencies.

The Chief of Police serves as the primary City authority on matters pertaining to department programs and law enforcement and speaks before public groups on the plans, programs, and goals of the CMPD.

The Ideal Candidate

The ideal candidate will be a reform-minded leader who conveys an effective command presence and has outstanding people and management skills. The ideal candidate will be capable of inspiring trust and confidence in all Charlotte-Mecklenburg's diverse communities, as well as earning the respect and confidence of both sworn and civilian employees. The successful candidate will be expected to work collaboratively with other City departments.

The next Chief of Police will be well-versed in community-oriented policing and problem solving, have a proven reputation for being accessible and transparent, and have a reputation for building partnerships between the CMPD and the community to address crime and quality of life challenges. He or she will be a communicative, confident, collaborative, and decisive leader with proven cultural sensitivity and competence, political acumen, sound judgment, astute self-awareness, strong professional presence, and an inspiring demeanor to move the CMPD forward.

The Ideal Candidate *continued*

The ideal candidate will:

- Have extensive knowledge of large, complex urban environments and a demonstrated commitment of equitably serving, recruiting minority candidates, and working with all spectrums of multiracial, multicultural, multireligious, and socioeconomically diverse communities;
- Exhibit outstanding communication skills; being hands-on, open, and receptive to working with people to create and sustain an environment of trust and respect;
- Possess a passion for public service and public safety as well as positive futures for all Charlotte-Mecklenburg residents;
- Exhibit exceptional leadership and people skills; the ability to work with and establish relationships with a wide range of stakeholder groups, strategic partners, elected officials, colleagues, and the media;
- Have demonstrated the ability to hold others to values characterized by a commitment to integrity, honesty, transparency, humility, proactivity, innovation, equity, compassion, service excellence, and responsive leadership;
- Possess the ability to be politically and technologically savvy, and can receive constructive criticism;
- Demonstrate the ability to make decisions based on facts and merit; and
- Display a demonstrated commitment to community-oriented policing and problem solving, staff development, and morale-building to set a positive tone within the CMPD.



Qualifying Education and Experience

Education: This position requires graduation from an accredited college or university with a Bachelor's degree in criminal justice, business, administration, or a related field. An advanced degree in criminal justice or a related field is highly desirable.

Experience: This position requires a minimum of ten years of progressively responsible experience in law enforcement including serving as a Chief of Police, and or Deputy/Assistant Chief of Police of comparable size and complexity to Charlotte.

BLET Certification Required: The selected candidate will also be required to successfully complete all North Carolina, Basic Law Enforcement Training requirements within six months of hire date.

Special Training: It is highly desirable that successful candidates have completed additional command/leadership training, such as F.B.I. National Academy, Police Executive Research Forum (PERF) Senior Management Institute for Police, or similar training experience.

Driver's License: Must possess a valid North Carolina Driver's License and acceptable driving record by the hire date.

Residency Requirement: Residency within the corporate limits of the City of Charlotte is required within 3 months of hire date.

Final Selection and Appointment: The City Manager will identify the final candidate, for appointment based on a combination of education, experience, and credentials that best fit the needs of the City of Charlotte.

Compensation and Benefits

The successful candidate will receive a highly competitive salary with an excellent executive benefit package.

www.charlottenc.gov

To Be Considered

This is a **confidential process** and will be handled accordingly throughout the various stages of the process. References will not be contacted until mutual interest has been established. The first review of resumes will take place on **Friday, August 29, 2025**. This position is open until filled; however, candidates are encouraged to apply early in the process for optimal consideration. Resumes will be reviewed and evaluated throughout the recruitment process.

Interested candidates may apply by submitting a cover letter, comprehensive resume, and six professional references via email to apply@ralphandersen.com.

Ralph Andersen & Associates will conduct the initial evaluation of submitted materials to determine the best overall match with the established criteria as outlined in this recruitment profile. The evaluation and selection process may consist of a supplemental questionnaire and/or written exercise(s) to further evaluate relative experience and overall suitability for this position. Ideally, the Chief of Police will join the City of Charlotte in November 2025 or within a mutually agreed upon start date.

Finalist candidates will be required to sign a release form to authorize preliminary reference calls and verifications to be conducted. Employment history, degrees obtained, and other certifications/accomplishments will also be verified.

Should you have any questions regarding this position or the recruitment process, please call Mr. Robert Burg at (916) 630-4900. Confidential inquiries are welcomed.

The City of Charlotte is an Equal Opportunity Employer

