



Recruitment and Selection Process for Asheville Police Chief

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Timeline

2015 JUNE 1 (Tentative)
New Police Chief Starts

2015 week of APRIL 27 (Tentative)
Announcement New Chief

2015 MARCH 16 - APRIL 6
Preliminary candidate interviews

2015 FEBRUARY 15 - MARCH 15
Recruitment period

2015 FEBRUARY 2 – 27
Consultant-led process to gather internal and external input

2015 JANUARY 30
Consultant selected

2014 DECEMBER 19
Proposals for process due

2014 week of December 8
Announcement of Interim Chief

2014 NOVEMBER 21
Request for Proposal released

What's happening now?

The City is receiving responses to the Request for Proposal (RFP) for a high-quality professionally managed recruitment process to recruit and select a new police chief on November 21. As a part of a city-wide classification and compensation study, City staff are reviewing and revising the current Job Specifications for police chief in order to provide an updated version for use during the recruitment process.

Why it's happening

A recruitment process is underway to identify the replacement for Police Chief William Anderson, who will officially retire on December 30. The process will involve key internal and external stakeholders in the identification of preferred candidate characteristics for leading the men and women of the police department and sustaining and further growing the relationship between APD and the community. Information currently being gathered in the organizational assessment by [Matrix Consulting Group](#) will be considered in the recruitment process.

The selected search firm will develop a candidate profile, recruit and screen candidates, facilitate an interview and selection process, and assist the city with all arrangements for the recruitment process. They will also conduct detailed professional reference checks on recommended finalists.

This process coincides with ongoing, aggressive improvement efforts within the Asheville Police Department including the engagement of APD employees in implementing the [APD Strategic Operating Plan](#).

Supporting documents

[Request for Proposal \(RFP\) for Recruitment and Selection of Asheville Police Chief](#)

[2014 City of Asheville Police Department Organizational Chart](#)

Comments about the Recruitment and Selection process may be submitted to:

Email apdchiefrecruitment@ashevillenc.gov

Mail **City Manager's Office**
City of Asheville
PO Box 7148
Asheville, NC 28802