



Recruitment and Selection Process for Asheville Police Chief



Posted 12/08/2014
Last Revised 05/08/2015

Timeline

2015 - To be announced
New Police Chief Starts

2015 JUNE (Tentative)
Announcement New Chief

2015 MAY 18
Public meet and greet of finalists,
5 p.m., Sherrill Center, UNC-A
Campus

2015 MAY 13 (Tentative)
Candidate presentation to the City

2015 MARCH 11 – APRIL 8
Recruitment period

2015 MARCH 11
Candidate profile completed and
posted

2015 MARCH 4
Citizens Police Advisory
Committee reviews and provides
feedback on compiled community
comments

2015 FEBRUARY 24 and 25
Stakeholder meetings

2015 JANUARY 30
Executive recruiter selected

2015 JANUARY 9
Due date for proposals extended
from December 19

2014 DECEMBER 19
Proposals for process due

2014 DECEMBER 12
Announcement of Interim Chief

2014 NOVEMBER 21
Request for Proposal released

What's happening now?

Several community input meetings were held on February 24 and 25. Meetings with City of Asheville staff including members of the police department were also held on those days. Input gathered from Asheville police department employees, community stakeholders and City of Asheville executive management will be used to develop a comprehensive profile which reflects responsibilities, core competencies and professional characteristics and traits, education and training, operational and organization issues and other factors that are relevant to the position. A summary of the community input sessions can be found [here](#).

Afion Public, the consulting firm that has been conducting the recruitment and selection process, used the information collected during sessions with police department and executive management staff and community stakeholders to develop a profile and recruitment materials. Please follow this link to the [Police Chief Recruitment Brochure](#)

On Monday May 18, there will be a Police Chief Candidate Meet and Greet Opportunity for member of the community at the Sherrill Center on the UNC-Asheville campus. Members of the public can drop in to meet the finalists between 5:00 to 6:00 p.m. At 6:00 p.m. the finalist will give presentations on pre-determined subjects. Participants will have an opportunity to submit written comments that will be considered during the final selection process. A flyer for the event can be found [here](#).

Why it's happening

The recruitment process is underway to identify the replacement for Police Chief William Anderson, who officially retired on December 30. Information currently being gathered in the organizational assessment by [Matrix Consulting Group](#) will be considered in the recruitment process. The recruitment 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 Police Chief](#)
[2014 City of Asheville Police Department Organizational Chart](#)
[Contract with Affion Public for Recruitment and Selection Process](#)
[Summary of community input](#)

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

Email apdchiefrecruitment@ashevillenc.gov

Mail

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