



Recruitment and Selection Process for Asheville Police Chief



Posted 12/08/2014
Last Revised 02/09/2015

Timeline

- 2015 to be announced**
New Police Chief Starts
- 2015 JUNE 1 (Tentative)**
Announcement New Chief
- 2015 WEEK OF MAY 11**
Candidate interviews
- 2015 APRIL 23 – 24**
Candidate presentation
- 2015 MARCH 6 – APRIL 23**
Recruitment period
- 2015 MARCH 6**
Candidate profile completed and posted for 30 days
- 2015 FEBRUARY 23 – 27**
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?

The City received 13 submissions in response to the Request for Proposals for the recruitment and selection of the new Chief of Police and seven firms were selected to be interviewed. While there were many excellent submissions, the firm of Affion Public based in Pennsylvania was selected to design and facilitate the process. Affion has provided technology and human resources consulting and strategies for state and local government, education and non-profit organizations since 2000.

The fee for the Chief of Police search is \$21,000 (which includes all consultant services but does not include candidate travel or logistical expenses). Affion is also currently serving as the City's recruiter for the Planning Director position.

In the coming weeks, staff will work with Affion to develop the stakeholder input process, including opportunities for the community to interact with candidates selected for on-site interviews.

Please visit this page for updates on the process as it moves forward.

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](#).

A search firm will be selected to engage key internal and external stakeholders in identifying preferred candidate characteristics for successful leadership of the police department with a focus on sustaining and further growing the relationship between APD and the community. The selected search firm will assist the city with all arrangements for the recruitment process including development of a candidate profile, recruitment and screening of candidates, and facilitation of the interview and selection process. The search firm will also conduct detailed reference checks on recommended finalists.

Supporting documents

- [Request for Proposal \(RFP\) for Recruitment and Selection of Police Chief](#)
- [2014 City of Asheville Police Department Organizational Chart](#)
- [Final Signed Contract with Affion Public for Recruitment and Selection Process](#)

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