



Recruitment and Selection Process for Asheville Police Chief



Posted 12/08/2014
Last Revised 02/18/2015

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 24 and 25**
Stakeholder meetings
- 2015 JANUARY 30**
Executive recruiter selected
- 2015 JANUARY 9**
Due date for proposals extended from December 19
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- 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?

Seven of the 13 candidates responding to the [Request for Proposals](#) were interviewed, with a focus on factors that included but were not limited to: approach to the search; fees; timeline; qualifications/experience; and approach to maximizing public input into the process. Affion Public based in Pennsylvania was selected as the best candidate. They have provided technology and human resources consulting and strategies for state and local government, education and non-profit organizations since 2000 and are currently serving as the City's recruiter for the Planning Director position.

The fee for their consulting services is \$21,000 and includes development of a candidate profile, recruitment and screening of candidates, facilitation of the interview and selection process, and detailed reference checks on recommended finalists. The fee does not include candidate travel or logistical expenses.

Affion will begin with a community input process designed to identify 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 first step will be a series of community input sessions to be held at the [following times and locations](#):

- February 24 from 8-9:30 a.m. at the Dr. Wesley Grant Sr. Southside Center
- February 25 from 5:30-7:30 p.m. in the fourth floor training room, Municipal Building
- February 25 during the regular meeting of the Inter-Denominational Ministerial Alliance of Asheville from 11:30-1:00 p.m. at Hill Street Baptist Church

Input from community stakeholders 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 results of the input sessions will be available a week after the last session and be posted with additional information on the process on the [City Project Page](#) on the City of Asheville website.

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](#)
- [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

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