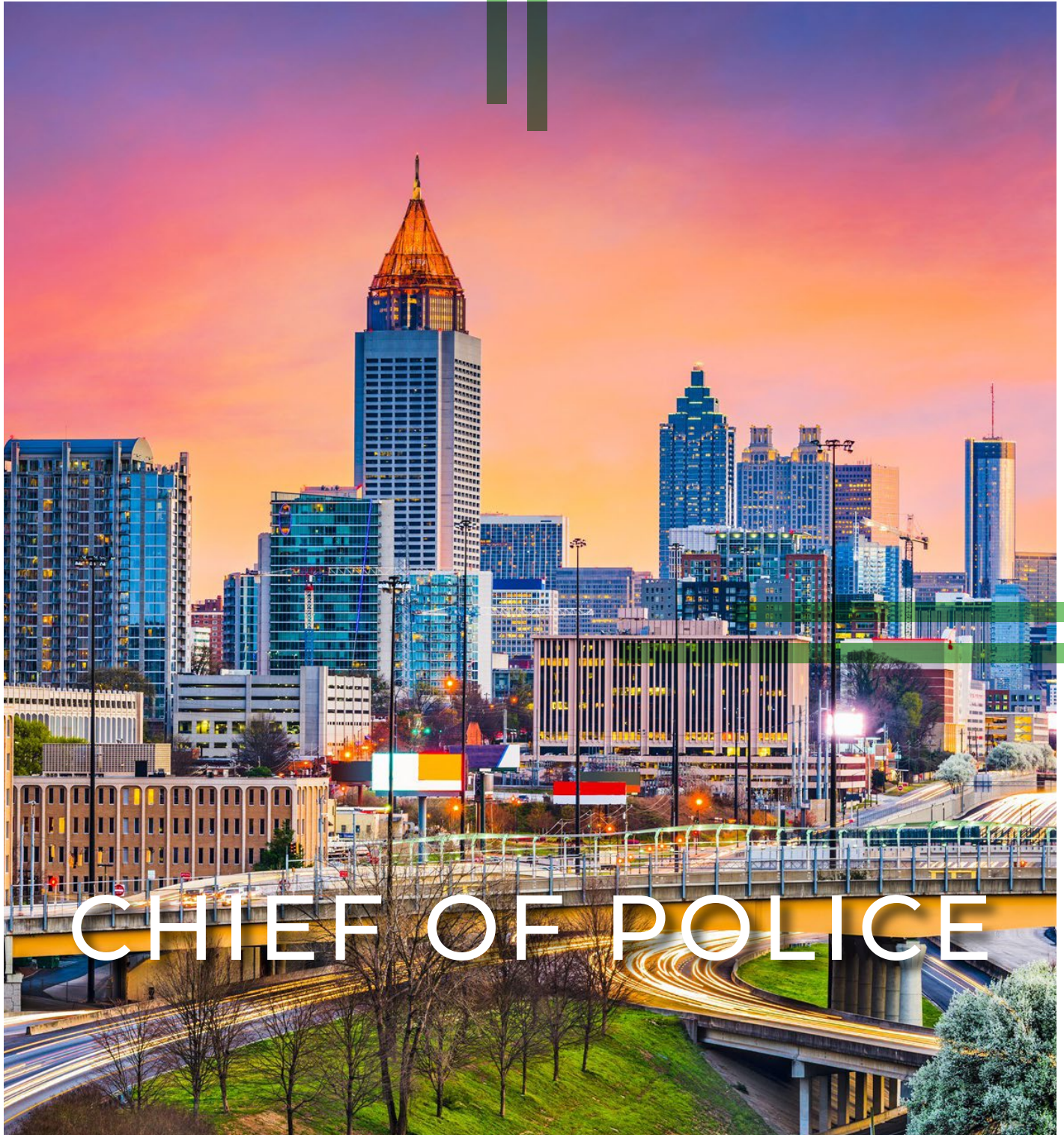
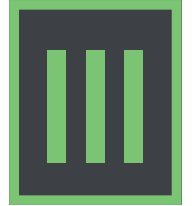


A NATIONAL SEARCH
is underway for a new Police Chief

Atlanta, Georgia



THE CITY OF ATLANTA, GA

THE 01. OPPORTUNITY



A national search is underway to attract a highly qualified police executive to lead the Atlanta Police Department (APD).

This is an incredible opportunity to lead one of the nation's top law enforcement agencies that serves the residents, visitors, and businesses of Atlanta through 21st century policing. The Chief of Police is appointed by the Mayor and works with the Chief Operating Officer, Deputy Chief Operating Officer, City Departments and City Council to address violent and property crime and build bonds of trust between the police and the communities they serve. Successful candidates will have an exceptional career history in a major metropolitan area and will be known for their engaging, confident, and personable style. With strong civic and community participation, Atlanta seeks a chief who is a reformer and will embrace thoughtful, collaboratively crafted, comprehensive reforms recommended by the 21st Century Policing Task Force.

The next chief of police must be strategic, open-minded, engaging and have superior communication skills. This is a real opportunity to truly transform policing in Atlanta and bridge the divide between community and police. The chief of police must be transparent and deliver meaningful community-led reforms while embracing fair, impartial, and constitutional policing, and at the same time, maintain a strategic approach to reducing

crime. Top candidates must be ready to provide contemporary police expertise in anti-violence initiatives.

The chief of police will also have experience leading in times of crisis and be expected to examine and improve the police department's internal policies, practices, and systems to address any structural and/or institutional racism, bias, or other practices that divide the community and/or the workforce.



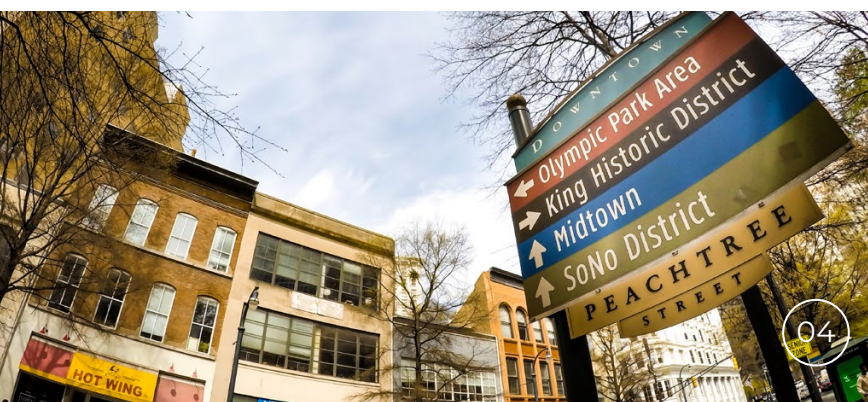
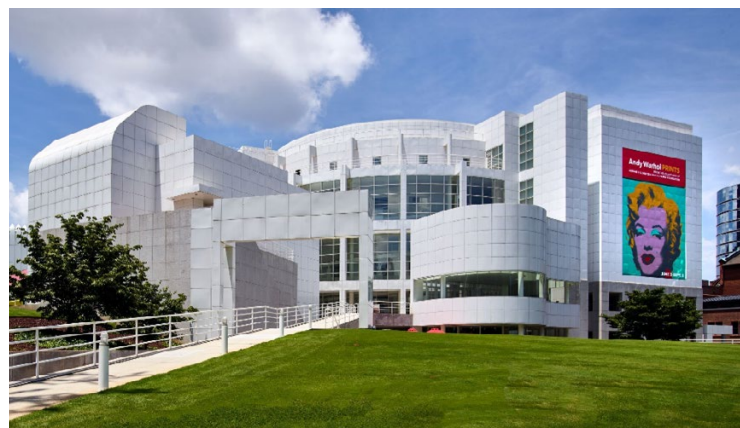
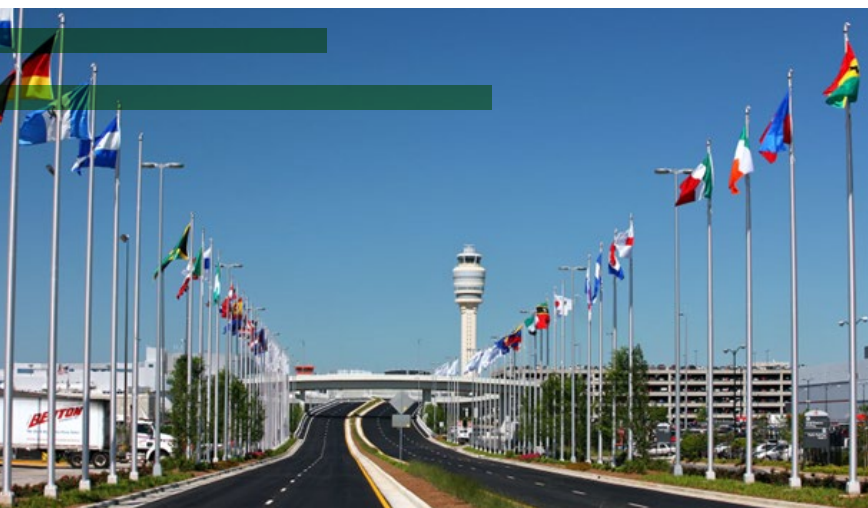
THE CITY OF ATLANTA

Atlanta is the capital of Georgia, the seat of Fulton County, and the state's largest city with 500,000 residents.

The Atlanta Metropolitan Area population is the 8th most populous in the U.S. with 6 million people and 50 million annual visitors. Atlanta is also one of the most significant financial, commercial and transportation centers in the United States.

Atlanta's Hartsfield-Jackson Atlanta International Airport is the busiest and most efficient airports in the world. The airport, three interstate highways that intersect in Atlanta and a nexus of freight and passenger

rail lines connect commerce, products, and people to the Atlanta area and provide employment, either directly or indirectly, to many of the region's residents. Hospitality, tourism, and the convention industry has been another key element of Atlanta's economy, spurring the construction of new hotels, convention spaces, and related industries. Pre-pandemic, more than 3 million people a year attended conventions in Atlanta and stayed in the metropolitan area's 88,000 hotel rooms.



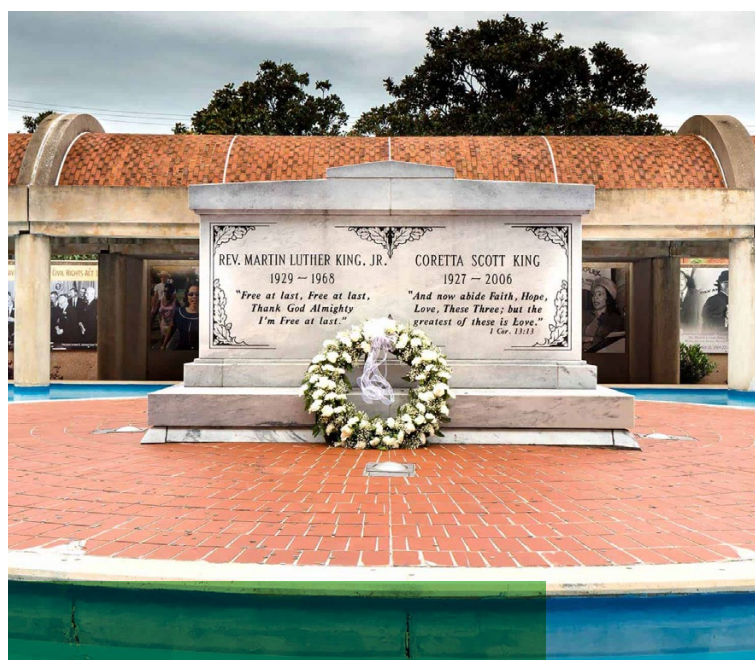
Atlanta's dramatic population growth in the last few decades has been matched by equally impressive economic growth. The city is the headquarters to some of the nation's (and the world's) best-known companies, including Coca-Cola, CNN, UPS, Georgia-Pacific, the Home Depot, and Delta Air Lines. In addition to these corporate giants, more than four-fifths of the nation's largest businesses maintain branch offices in the metropolitan area.

Residents and visitors have many enriching activities to choose from, including a thriving arts community, with dozens of art museums, a professional ballet company, a puppetry arts center, and many performance spaces for theater, music, and dance to major league sports teams: the Braves baseball team; the Falcons football team; the Hawks basketball team; Atlanta United FC, a soccer club and NASCAR events at the Atlanta Motor Speedway.

With miles of multi-use greenway trails that wind through Atlanta's 250-plus neighborhoods residents and visitors have a number of attractions, including the city Zoo Atlanta, the Georgia Aquarium (one of the largest aquariums in the world), the Chattahoochee Nature Center, Piedmont Park (the city's largest public park, Centennial Olympic Park, and the Atlanta Botanical Garden. This big city has gleaming skyscrapers and a cosmopolitan polish, but at heart, Atlanta retains the feel of a charming Southern town. Lonely Planet named Atlanta as the only U.S. city to visit in the global Best in Travel 2022.

Atlanta is known as the cradle of the Civil Rights Movement, as symbolized today through the on-going struggle for equality in America through the National Center for Civil and Rights, the Martin Luther King Jr. National Historic Park and the International Civil Rights Walk of Fame.

Atlanta's population by race and ethnicity includes residents who identify as Caucasian, (45.5%), Black or African American (33.6%), two or more races (7.7%), and Asian (6.6%). Hispanic or Latino residents make up 12% of metro Atlanta's population. Foreign-born residents account for 14.2% of metro Atlanta residents.





Atlanta's **vibrant culture, diverse economy, and welcoming spirit** have attracted many new residents over the past decade, reinforcing what Atlantans have always known—their city is a **great place to call home.**



CITY 03. GOVERNMENT

The City of Atlanta operates under a strong mayor and city council form of governance.

The mayor is the city's chief executive, while the city council serves as the city's legislative body. The Atlanta City Council is comprised of 16 members: a Council President, twelve (12) district council members, and three (3) at large members. The current mayor, Andre Dickens, was sworn in on January 3, 2022. The Mayor is also responsible for advising the City Council of the City's financial condition and presenting an annual budget for approval. The Mayor is the appointing authority for all department heads, including the chief of police, with City Council approval.

THE POLICE DEPARTMENT 04.

The Atlanta Police Department (APD) is the largest law enforcement agency in the State of Georgia.

The APD has an authorized sworn staff of 2000 employees who work in the Office of the Chief or one of four (4) divisions each under the direction of an Assistant Chief and managed by a Deputy Chief and a Chief Administrative Office that handles administrative operations. The major divisions and activities include the following:

- Administrative Operations
- 911 Communications
- Community Services
- Criminal Investigations
- Employee Services
- Field Operations
- Fiscal Management
- Office of Professional Standards
- Professional Development
- Project Management
- Technology Information Services



CITY OF ATLANTA:

Mission Statement

The mission of the Atlanta Police Department is to create a safer Atlanta by reducing crime, ensuring the safety of our residents and building trust in partnership with our community.

Vision Statement

We are a source of pride for the residents of Atlanta, admired among law enforcement agencies worldwide, recognized for our professionalism, integrity, and service to our communities.





The chief of police will be both an inspirational leader and an experienced executive who will inspire confidence and trust from the community and earn the respect of both sworn and civilian employees.

The top candidate will be an individual who is empathetic, compassionate, respectful, honest, and ethical. The ability to build strong and genuine connections with an engaged community and department is essential for a candidate's success.



Top candidates will possess the necessary leadership skills to address inequity and discrimination within the department. The next chief will be an exceptional custodian of the Department's financial resources and will leverage those resources to support alternative approaches and strategies to enhance public safety and reduce over-policing in some neighborhoods.

The next chief will also possess:

- A track record of implementing collaborative 21st-century policing and reform initiatives
- The ability to implement best practices and instill a culture of continuous improvement and accountability
- A proven ability to develop and implement evidence-based and science-informed strategies to improve public safety
- A commitment to building a leadership team who approaches issues from different perspectives, and specifically building a team that includes appointing historically under-represented uniformed and civilian employees
- Superior communication skills and cultural competencies to serve as a “bridge-builder” between the department and the community, fostering trust and understanding, while building authentic relationships
- The foresight to ensure leadership development opportunities for both uniformed and civilian members of the department, and enthusiastically collaborate with local and regional public safety partners on issues important to the success of the mission
- Determination to ensure department policies are consistent with the best policing practices appropriate in today's world. The Chief will represent continued progress and positive movement toward better service delivery to all neighborhoods.
- Deep understanding and commitment to “community policing” as a component of an overall strategy to improve police-community relations, build trust and reduce crime, especially in marginalized communities
- Provides leadership on matters involving policy/procedure, training regimen, effective supervision, recruitment/hiring, promotions, and discipline.



QUALIFYING CRITERIA 06.

This position requires a bachelor's degree from an accredited college or university with major course work in criminology, criminal justice, administration of justice, or a related field.

A master's degree is preferred. Ten years of progressively responsible experience with at least three years at a command rank or higher is required. Experience in major U.S. city and advanced management training is considered a plus.



COMPENSATION AND BENEFITS

This at-will position has a very competitive salary for the role and expectations. An excellent benefits package augments salary. Contact Public Sector Search & Consulting, Inc. for further details on compensation and benefits.



NOMINATION AND APPLICATION PROCEDURES

07.



APPLY TODAY!

This is a confidential process and will be managed accordingly throughout the various stages of the process. We encourage prospective candidates to contact Mr. Gary Peterson or Mr. Kenton Buckner for additional information that may help them evaluate this opportunity. This position is “open” until a final selection. Candidates should apply early for optimal consideration, but no later than Friday, October 7, 2022, by emailing a compelling cover letter, comprehensive resume, and list of references to apply@publicsectorsearch.com.

Only the most highly qualified candidates will be invited to participate in a screening interview in late October 2022. Top candidates (typically three) will be forwarded to Mayor Dickens for consideration. An offer, contingent on the remainder of the hiring process, will follow. Ideally, the new Chief of Police will join the City of Atlanta in November 2022 or upon a mutually agreed date.



APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

Office: 916.789.9990

www.publicsectorsearch.com

Gary Peterson (Chief of Police, ret.)

gary@publicsectorsearch.com

Cell: 916.622.5323

Kenton Buckner (Chief of Police, ret.)

kenton@publicsectorsearch.com

Cell: 502.794.1943

The City of Atlanta is an Equal Opportunity Employer.



Raising the bar for Public Sector Search

ADDRESS

6520 Lonetree Blvd.
Suite 1040
Rocklin, CA 95765

PHONE & FAX

Phone (916) 789-9990
Fax (916) 290-0201

WEB & EMAIL

Email info@publicsectorsearch.com
gary@publicsectorsearch.com
Web publicsectorsearch.com

 **Public Sector**
SEARCH & CONSULTING