

Is Inviting Applications for the Position of Chief of Police

We are excited to announce this opportunity for an experienced Chief of Police who is capable of preserving and enhancing the existing high standards of law enforcement and public safety service and preparing the City of Pickens for the challenges of the future.



About Us

Tucked in the foothills of the Blue Ridge Mountains, Pickens offers visitors a wide array of interesting, fun and exciting activities, from shopping and eating, to biking, to enjoying the natural resources, community events, and cultural activities that abound. Here you will find people who value family, friends and a relaxed lifestyle. In Pickens, you become part of the community.

On June 15, 1869, a handbill distributed in South Carolina's Upcountry advertised the "Last Sale of Town Lots" for the new county of Pickens. The ad stated, "The location is most desirable, one situated on a beautiful plateau and surrounded by a fertile region, with thrifty inhabitants and the village rapidly growing."

The town of Pickens was founded in 1868 and named for the Revolutionary War hero General Andrew Pickens. Scottish-Irish settlers were the original inhabitants of the Pickens area, with a few traders who lived among the Cherokees. When the new Pickens was being created, Elihu Griffin offered 40 acres of his land for the courthouse; it was this land being offered for sale in the 1869 handbill.

Much of the City's past is present today, giving a glimpse of its rich and fascinating heritage. This mixture of past and present is one of the factors which makes Pickens a place of historical interest and significance.

Pickens is convenient to the Cherokee Foothills National Scenic Highway (SC 11) where numerous waterfalls and state parks, including Table Rock and Keowee-Toxaway, attract visitors to the Upstate of South Carolina. Pickens is home to the Pickens County Museum which is located in the historic 1902 county jail. Nearby, just off Highway 178, is the 1826 Hagood Grist Mill. The Azalea Festival is celebrated each spring, featuring a classic car cruise and an arts/crafts show. There are other annual festivals and events as well, like Founders Day Music Festival, 4th of July, Blue Ridge Fest and the annual downtown Trick or Treat on Main.

The City of Pickens is situated at the foot of the Blue Ridge Mountains. It is the county seat of Pickens County and is a small business center for a good agricultural and industrial area. The City is approximately 20 miles west of Greenville, South Carolina, 70 miles South of Asheville, North Carolina, and 143 miles Northeast of Atlanta, Georgia. The 2010 population of Pickens was 3,126 according to the U.S. Census Bureau.

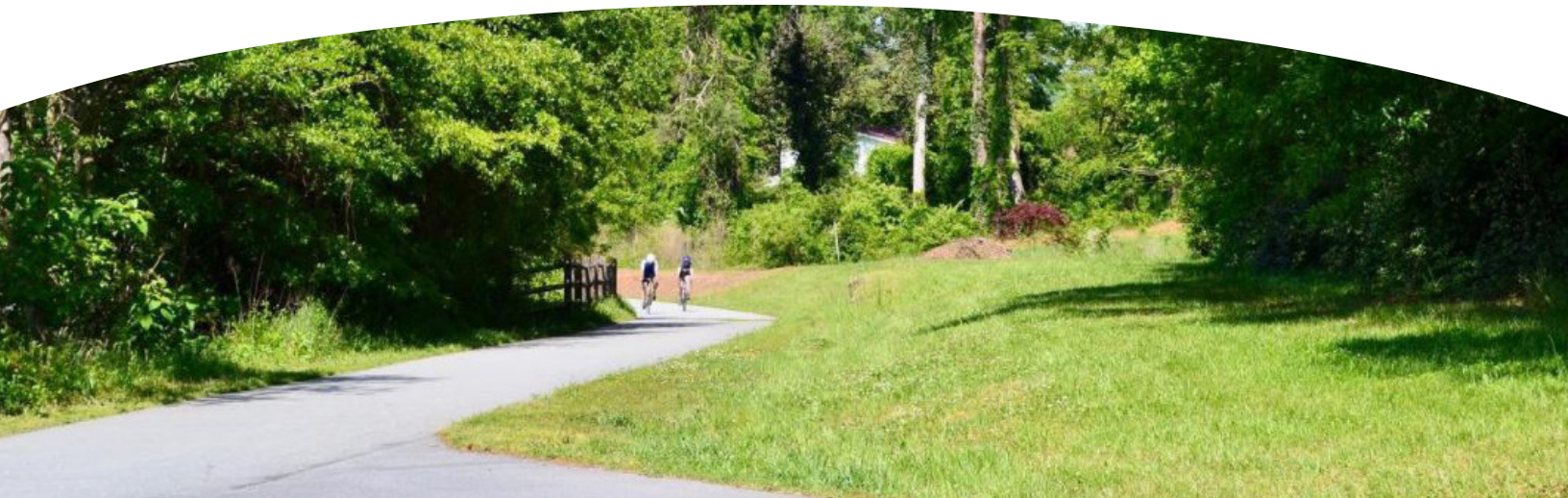
While you are in town, take a moment and visit the downtown amphitheater located at 114 West Main Street. In addition, our brand new Town Creek Bike Park just opened off Sangamo Road – an off-road BMX-style bike park that is one of a kind! Finally, take a walk or bike ride on the Doodle Trail, a multi-use paved trail that connects our downtown to the City of Easley's downtown.

The City of Pickens Chief of Police Opportunity

“The Pickens Police Department is dedicated to serving our community by providing quality law enforcement while always striving to improve the quality of life to all of our citizens.”

The City seeks a Police Chief who is a dedicated and ethical team player and can quickly gain the confidence of the community by building strong relationships with residents, the business community, City staff, City stakeholders, nearby communities and law enforcement agencies. The Chief must possess the ability to build community trust through the development of partnerships and use of proven community-oriented policing techniques. As a key member of the City Administrator's Leadership Team, the ideal candidate will demonstrate the ability to embrace change and help guide the community. The new Police Chief for the City of Pickens is expected to provide leadership and professional insight to the following opportunities and challenges:

- » Lead the department in a manner that focuses on building community trust and support; promotes professionalism by supporting 21st Century policing principals and continued department accreditation standards.
- » Enhance communications with citizens by maximizing the appropriate use of social media, identifying effective ways for the department to interact with formal/informal citizen groups, and demonstrating transparency and consistency when communicating with the public.
- » Identify implementable strategies for improving recruitment and retention of quality staff.
- » Work proactively in partnership with other law enforcement agencies to enhance the quality of life and improve security of all citizens.
- » Promote high morale within the department by developing a culture that is willing to listen to all ideas, utilizing effective communication skills and techniques for keeping staff informed, understanding the value of being visible to staff during routine and special events of the department, and demonstrating objectivity and accountability when dealing with staff issues and professional development opportunities.
- » Provide professional input to the City Administrator concerning department needs.
- » Assess the need and use of important policing tools such as body cameras, take-home vehicles, and communication equipment.



The City of Pickens

Chief of Police Opportunity

Candidate Qualifications

- » Bachelor's Degree required in Criminal Justice, Law Enforcement, Police Administration or similar degree; Five years of experience in upper level police management; or any equivalent combination of education, training and experience.
- » Maintenance of firearms proficiency according to departmental standards.
- » Possession or ability to gain possession of a valid South Carolina driver's license within 30 days of beginning employment.
- » South Carolina Criminal Justice Training Academy certification or ability to obtain SCCJA Class 1 certification within one year.
- » This position is considered Essential Personnel and will be required to work during and following natural disasters and emergencies.

Required knowledge, skills, and abilities include:

- » Knowledge of state, local and federal laws pertaining to the general exercise of law enforcement duties.
- » Extensive knowledge of the principles, practices and procedures of police work and advanced law enforcement methods.
- » Knowledge of organizational and department laws, policies, and procedures.
- » Thorough knowledge of management, planning and supervisory methods and procedures.
- » Knowledge of the use and care of firearms and of typical law enforcement equipment.
- » Ability to communicate well verbally and in writing with City officials, staff, the public, and the news media.
- » Ability to work well with other City officials, staff, the law enforcement community and the public.
- » Must maintain physical conditioning to be able to perform all duties of a police officer according to departmental standards.
- » Superior skills in organizing, directing and supervising others.

Essential Duties

- » Supervises, directly or through subordinates, and participates in all Department functions and activities such as patrol units, traffic control, crime prevention, criminal investigations, and training.
- » Plans, develops, and oversees the implementation of Department policies and procedures in accordance with applicable laws and ordinances.
- » Develops and presents the requested budget for the Department. Manages the budget to assure effective and efficient use of budgeted funds, personnel, materials, equipment, facilities and time.
- » Plans, implements, and directs law enforcement, crime prevention, and community oriented policing programs for the City in order to better carry out the policies and goals of the City Council as communicated through the City Administrator; trains staff in all areas of operation, reviews Department performance and formulates programs and policies to promote effective, efficient service provision.



The City of Pickens Chief of Police Opportunity

- » Communicates information on departmental operations to the City Council and the City Administrator. Attends City Council meetings. Prepares reports in accordance with policies and procedures, and as requested by the City Administrator or the City Council via the City Administrator.
- » Directs a workforce of both sworn and civilian personnel. Recruits personnel for the Department, assigns work, facilitates training, reviews performance, sets standards for fitness, counsels, and takes disciplinary action up to the recommendation for discharge. Handles grievances, and oversees the conduct and general behavior of department personnel.
- » Investigates complaints from citizens against Department employees and takes appropriate action in accordance with laws, ordinances, and City and departmental policy. Answers inquiries from citizens regarding laws, ordinances, and police procedures.
- » Coordinates operations and strategies with other local, State and national law enforcement agencies to ensure comprehensive, cost effective service delivery. Negotiates and administers mutual aid agreements and other formal and informal relationships on behalf of the City.
- » Participates as a member on committees, project teams and performs other duties as assigned by the City Administrator.
- » There is no requirement for residency for this position within the City of Pickens. However, residency is required within a reasonable distance to enable timely responses to incidents.

Compensation

The starting annual salary for the Chief of Police for the City of Pickens will be market competitive depending upon the qualifications and experience of the selected candidate. Participation in state retirement system and a comprehensive benefits package will be provided.

How to Apply

Interested candidates must submit by email a cover letter, resume, at least three job related references and salary history no later than 5:00 p.m. on **September 30, 2020** to: Trey Eubanks, Government Services Manager, Appalachian Council of Governments. Call 864.241.4631 or email teubanks@scacog.org with any questions.

The City of Pickens is an Equal Opportunity Employer. The City of Pickens does not discriminate based on race, color, religion, creed, sex, gender, sexual orientation, age, marital status, or national origin.