



ALBEMARLE COUNTY

Chief of Police



The Position

Albemarle County is seeking a high energy, inspiring, collaborative, and strategic law enforcement executive to serve as its next Chief of Police. This is a rare opportunity to lead a progressive department in a vibrant, growing community that actively demonstrates its support for public safety. Operating in an environment where high performance and a holistic approach meet the complexity of an expanding urban corridor and a premier research university, the next Chief will step into a department backed by community support and local investment. The County has recently made significant investments in police personnel and additional officers to better position the department for retention and growth. to support forward-looking policing strategies, enhance consistent service response times across diverse geographies, and build an enduring standard of modern policing.



Reporting directly to the Deputy County Executive and working closely with the County Executive, the Chief of Police serves as the executive leader of the Albemarle County Police Department (ACPD). The Chief oversees the strategic, operational, and administrative functions of the agency, overseeing a comprehensive departmental budget, managing personnel development, and establishing policies that reflect contemporary policing best practices and the County's core values of community, integrity, innovation, stewardship, and learning. Supported by a leadership team of three direct reports, a Deputy Chief over the Field Operations Bureau, a Deputy Chief over the Professional Standards & Investigations Bureau, and a Chief Administrative Officer heading the Administrative Bureau, the Chief orchestrates an integrated agency structure spanning Patrol, Special Operations, Criminal Investigations, Internal Affairs, Recruitment & Training, Crime Analysis, Police Services, and specialized co-responder teams like the Human Services Alternative Response Team (HART).

The new Chief takes the helm at an opportune moment to prioritize and implement key findings of a Police Staffing Study. Key responsibilities and measurable operational priorities woven into the role include evaluating deployment strategies to manage multiple incidents concurrently, aligning shift schedules to peak geographic and calls-for-service demand, and addressing response-time and service levels across both densely populated suburban corridors and expansive rural sectors. The Chief will champion strategic civilianization, leveraging dedicated professionals in crime analysis, records, and administrative roles to return sworn personnel to core proactive policing. In addition, the Chief will foster a healthy organizational culture through structured succession planning, officer development, competitive retention and recruitment strategies, enhanced supervisory oversight across all shifts, increased internal communication, and comprehensive officer health and wellness initiatives.

Collaboration extends well beyond the department. The Chief serves as a vital member of the County's leadership team, working closely with the County Executive's Office, County department heads, and regional public safety and community partners. Building and maintaining strong intergovernmental relationships is essential, particularly with the City of Charlottesville Police Department, the University of Virginia Police Department, the Albemarle County Sheriff's Office, and regional 911 and emergency management entities. As the primary public face of the department, the Chief proactively engages with civic groups, business leaders, and diverse community organizations, fostering open dialogue, transparent communication, and mutual trust.

Priorities

During the first 12 to 18 months, the new Chief will focus primarily on building relationships and setting strategic vision.

- Strengthen organizational trust, leadership, and accountability within the department
- Position the department for long-term operational effectiveness
- Advance a high-performing and sustainable workforce
- Strengthen public trust and community partnerships
- Advance countywide leadership, collaboration, and organizational success

The Successful Candidate

Albemarle County is seeking an inspirational, high-energy, and servant-minded law enforcement leader with a proven record of building healthy, cohesive workplace cultures. The next Chief of Police is an approachable, visible, apolitical leader who leads by example from the front, spending time in the field, meeting with and maintaining an authentic connection to frontline officers and professional civilian staff. The successful candidate will communicate with directness, humility, and transparency, earning trust within the department, across County government, and throughout the broader community.

The ideal candidate will possess the professional maturity and political savvy needed to navigate a complex, mixed-density community that combines a progressive, rapidly growing urban ring with deeply rooted rural traditions. A skilled listener and consensus-builder, the Chief understands how to articulate strategic organizational goals, establish clear expectations, and encourage innovation while holding personnel at all levels accountable to high standards of professionalism and integrity. The next Chief brings strong administrative acumen, demonstrated skill and well-rounded in all aspects of policing, a commitment to modernizing police practices through continuous professional development.

The successful candidate will demonstrate a forward-looking, holistic perspective on modern policing that integrates proactive crime reduction, traffic safety, and mental health diversion. Experienced in leading through growth and operational change, the Chief will be a dedicated collaborator who thrives in a regional environment, working seamlessly with municipal and university law enforcement agencies, county leadership, diverse community stakeholders, and with officers and civilians at all levels. Combining executive presence with operational credibility, the next Chief of Police will champion a culture of service and operational excellence across Albemarle County.

Qualifications

Minimum requirements include any combination of education and experience equivalent to a bachelor's degree in Criminal Justice, Criminology, Police Administration, Public Administration, Business Administration, or a closely related field, and 10 or more years of progressively responsible law enforcement experience. Candidates must possess at least five years of senior-level management, administrative, and supervisory experience in a law enforcement agency (e.g., at the rank of Captain, Commander, Major, Deputy Chief, or higher). Candidates must hold or be eligible to obtain certification as a law enforcement officer through the Virginia Department of Criminal Justice Services (DCJS) within one year of appointment, and possess a valid driver's license with an acceptable driving record.

Preferred qualifications include a master's degree in Public Administration, Criminal Justice, Executive Leadership, or a related discipline, alongside executive leadership development credentials from premier institutions such as the FBI National Academy, the Senior Management Institute for Police (SMIP/PERF), the Southern Police Institute (SPI), or Northwestern University's School of Police Staff and Command. Other preferred experience includes service in a growing, diverse, mixed-density community (suburban/rural balance) and in a department that partners closely with university and municipal law enforcement agencies. Well-rounded supervisory experience in all areas of policing, including working with social service teams, is also preferred.

Residency within the Commonwealth of Virginia is required by County policy after appointment and while serving in the position.





Inside The Police Department

The Albemarle County Police Department (ACPD) is committed to meeting the highest benchmarks of modern law enforcement, operating in close alignment with standards set by the Virginia Law Enforcement Professional Standards Commission (VLEPSC). Having earned state accreditation through VLEPSC across multiple assessment cycles, the department recently conducted an extensive modernization of its policies, procedures, and internal operating systems to reaffirm its accredited standing and ensure organizational compliance with contemporary best practices. The department operates in a non-union environment.

Mission

The mission of the Albemarle County Police Department (ACPD) is to provide for the safety and security of all people while protecting individual rights and building trust in our diverse communities through quality service. The agency's work is driven by three core strategic goals:

1. Strengthen Community Trust, Legitimacy, Accountability, And Transparency
2. Enhance Community Safety
3. Invest In Our People

With an operating budget of approximately \$28.1 million and an authorized strength of 198.5 FTEs (including 171 sworn officers and 27.5 professional civilian personnel), ACPD provides 24/7 proactive policing and emergency response across 726 square miles. The department is structured into three bureaus:

Field Operations Bureau: Commanded by a Major/Deputy Chief, this bureau encompasses the Patrol Division, which operates across six staggered shifts to deliver balanced coverage throughout the County's urban corridors and rural sectors, and the Special Operations Division, which oversees Traffic Enforcement, the K9 Unit, Animal Protection, Police Services, Logistics, and the Intelligence Unit.

Professional Standards & Investigations Bureau: Commanded by a Major/Deputy Chief, this bureau oversees the Criminal Investigations Division, including Major Crimes, Crisis Intervention, School Resource Officers, and the Human Services Alternative Response Team (HART), and the Professional Standards Division, which manages Recruitment & Training, Internal Affairs, and FOIA compliance.

Administrative Bureau: Headed by the Chief Administrative Officer, this bureau directs essential operational support infrastructure, including Department Administration, Records Management, Asset and Fleet Management, Timekeeping, Grant Administration, and Crime Analysis.

LOVE WHERE YOU WORK

Albemarle County local government, with an annual adopted budget exceeding \$640 million, is recognized for delivering responsive, high-quality public services while maintaining fiscal responsibility and a competitive tax rate. Operating as “One Organization Committed to Excellence,” the County fosters a collaborative culture centered on the core values of community, integrity, innovation, stewardship, and learning.

One Organization Committed to Excellence

The idea of One Organization Committed to Excellence is meant to foster a sense of community through the organization. It underscores that we are all working together toward the betterment of our community through the sharing of knowledge and resources, collaboration with our colleagues, and working with our community partners and neighboring localities. Albemarle County is committed to a High-Performing Organization model.

Public Service

Albemarle County employees are passionate about and feel rewarded by their role in helping to build and support their community. Our employees are public servants, through and through, and the appreciation from the community for the delivery of service is gratifying.

The Community

Nestled in the rolling foothills of the Blue Ridge Mountains within Central Virginia’s Piedmont region, Albemarle County encompasses 726 square miles of countryside, working agricultural land, and suburban centers. Albemarle completely encircles the independent city of Charlottesville, creating a dynamic regional environment where small-town character meets the activity of a major research university. Located 70 miles west of Richmond and 110 miles southwest of Washington, D.C., the County offers convenient access to regional passenger rail, interstate corridors, and the Shenandoah Valley.

Albemarle County is home to more than 115,000 residents across suburban neighborhoods, rural communities, and historic villages. The County is home to people from a wide range of racial, ethnic, cultural, socioeconomic, and professional backgrounds, contributing to a vibrant and engaged community. Residents include educators, healthcare professionals, business owners, agricultural producers, public servants, university faculty and staff, students, and families who have called the region home for generations.

Neighborhood development in Albemarle County is guided by long-standing growth management policies. The County directs modern residential, commercial, and mixed-use development into designated urban areas such as the Route 29 corridor, Pantops, and Crozet, preserving roughly 95% of the County for agriculture, forestry, and rural conservation. Public education is provided by Albemarle County Public Schools (ACPS), which serves more than 13,000 students across 25 schools, consistently reporting on-time graduation rates above 95%. ACPS also operates Community Lab School, a public charter school serving grades 6-12 that is recognized for its innovative, project-based approach to learning and its International Baccalaureate Diploma Program. Higher education anchors the regional economy and workforce through Piedmont Virginia Community College and the adjacent University of Virginia (UVA).



Established in 1744, Albemarle County played an early role in American history as the home of Thomas Jefferson and James Monroe, whose estates at Monticello and Ashlaw Highland remain major historical sites. The County supports an active arts, culinary, and agritourism economy. It forms the center of the Monticello American Viticultural Area, home to more than 30 commercial vineyards alongside local cideries, craft breweries, and artisan studios highlighted along the Monticello Artisan Trail. Regional community events include the biannual Crozet Arts and Crafts Festival, local farmers markets, and performances at venues such as the Ting Pavilion and John Paul Jones Arena.

Outdoor recreation is supported by both geography and County investment. Shenandoah National Park, Skyline Drive, and the Blue Ridge Parkway border the western edge of the County. Albemarle County's public park system encompasses more than 4,000 acres, including Mint Springs Valley Park, Walnut Creek Park, and Preddy Creek Trail Park, which provides multi-use trails for mountain biking, hiking, and equestrian use. Reservoirs such as Chris Greene Lake, Beaver Creek, and the Rivanna River support kayaking, rowing, and fishing.

Albemarle County's economy is anchored by higher education, healthcare, public administration, defense, technology, and agribusiness. Major regional employers include the University of Virginia and UVA Health system, Sentara Martha Jefferson Hospital, and Crutchfield Corporation, which maintains its corporate headquarters in the County. Federal defense and intelligence operations represent an important sector through Rivanna Station, which houses the National Ground Intelligence Center (NGIC) and elements of the Defense Intelligence Agency. With low unemployment rates, an established public school division, and consistent rankings among Virginia's healthiest communities, Albemarle County balances steady economic activity with intentional rural preservation.



Compensation and Benefits

The expected hiring range is \$190,000 - \$ 205,000, depending on qualifications, with an excellent benefits package.

Additional information about the department can be found on the County's website and in the 2025 annual report: <https://www.albemarle.org/home/showpublisheddocument/29454/639093579360230000>.

Albemarle County offers a robust benefit package, including paid vacation and sick leave, an employee health clinic with 2 locations, multiple health insurance options (health, vision, and dental), and Virginia Retirement System (VRS) benefits. This is a full-time FLSA Exempt position. County-paid life insurance and deferred compensation are available. More information about county employee benefits is here: <https://www.albemarle.org/government/human-resources/benefits>.

Additional information about officer amenities can be found here under benefits: <https://www.albemarle.org/government/police/join-our-team>.



How to Apply

Applications will be accepted electronically by Raftelis at raftelis.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position will be open until filled with a first review of applications beginning **November 16th. Interviews will be held early to mid-January.**



Questions

Please direct questions to Catherine Tuck Parrish at ctuckparrish@raftelis.com and Kelsey Batt at kbatt@raftelis.com.