

Class Concept

Positions in this class serve as the Director of a statewide law enforcement operation, and is primarily responsible for administering a state law enforcement program. Staff supervised has full law enforcement authority in the assigned area with a focus on program management/enforcement activities to deter and detect violations but may participate in criminal investigations.

Recruitment Standards

Knowledge, Skills, and Abilities

- Thorough knowledge, expertise and experience in specialty or work area to ensure successful program development and delivery including problem identification and resolution.
- Ability to develop and establish short and long-range goals and objectives, as well as strategic and tactical plans for a state law enforcement operation.
- Ability to develop and implement sound work standards, practices, policies and procedures.
- Actively provide information and guidance to management on alternative technical solutions.
- Ability to provide leadership to program and field management and render decisions on a full range of personnel actions impacting a statewide law enforcement program.
- Ability to manage the budget of a statewide law enforcement operation.
- Ability to facilitate formal and informal coaching and counseling of employees.
- Ability to oversee overall performance management of a statewide law enforcement operation.
- Ability to identify growth opportunities and establish a comprehensive plan for employees to develop their competencies and performance.
- Ability to develop, organize and implement complex and detailed technical procedures.
- Ability to provide direction on the development and implementation of program plans.
- Ability to make independent decisions by interpreting and/or incorporating laws, rules, and/or regulations that impact a statewide law enforcement operation.
- Ability to analyze the needs of a statewide law enforcement operation to identify critical continuous improvement initiatives that are needed to further the division mission and goals.
- Ability to work with partners to identify common goals and negotiate resources with external law enforcement agencies to maximize outcomes.

Minimum Education and Experience

Bachelor's degree from an appropriately accredited institution, and five years of progressive supervisory/managerial law enforcement experience in the area of assignment; or an equivalent combination of education and experience.

Necessary Special Qualifications

Certification as a Law Enforcement Officer in accordance with the provisions of the North Carolina Criminal Justice Education & Training Standards Commission.