

### Class Concept

Positions in this class supervise multiple Districts or Units of a statewide law enforcement operation. 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. Positions serve as section supervisors and are responsible assigning and reviewing the work of the assigned staff.

### Recruitment Standards

#### Knowledge, Skills, and Abilities

- Thorough knowledge, expertise and experience in specialty or work area to ensure successful program delivery including problem identification and resolution.
- Ability to actively provide information to management and guidance to staff on alternative technical solutions.
- Ability to recommend personnel actions to the division director and implement necessary corrective measures.
- Ability to perform formal and informal coaching and counseling of employees.
- Ability to oversee performance management of the work unit, district or section assigned.
- Ability to identify growth opportunities for employees to develop their competencies and performance.
- Ability to proactively plan corrective action to address performance problems.
- Ability to organize and follow complex and detailed technical procedures.
- Ability to independently develop program plans and provide consultation on issues that require implementation or creation of a solution.
- Ability to make independent decisions by interpreting and/or incorporating laws, rules, and/or regulations that impact statewide law enforcement activities.
- Ability to analyze section or district needs to identify critical continuous improvement actions that need to be initiated 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 three years of supervisory 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 Training and Standards Commission.