



Position closes November 16, 2025

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The City of Goldsboro, located in Wayne County, North Carolina, is seeking a **Deputy Chief of Police** who exemplifies the values of integrity, service, and accountability to work in this CALEA accredited department.

The newly established position of Deputy Chief of Police will serve as the second-in-command of the Goldsboro Police Department, providing executive-level leadership and strategic oversight of department operations. The Deputy Chief will work closely with the Chief of Police to establish and implement department policies, ensure compliance, and manage priority public safety initiatives.

The Deputy Chief will be responsible for supervising division Majors, overseeing day-to-day department functions, and leading specialized policing efforts to enhance public safety. This position plays a key role in personnel management, budgeting, crime prevention strategies, and community engagement. The Deputy Chief will assume full command of the department in the Chief's absence and represent the department in high-level discussions with city leadership, community stakeholders, and law enforcement agencies.

The Community:

Goldsboro (population 33,804) is a steeped in history and characterized by its diverse populace and vibrant community. When Wayne County was formed in 1789, the town of Waynesborough developed along the banks of the Neuse River around the county courthouse that was built there. In the late 1830s, the Wilmington and Raleigh (Weldon) Railroad line was built to the east of Waynesborough. At the intersection of the railroad and the New Bern Road, a hotel was built, and a community began to establish itself. This community became known as Goldsborough's Junction after Major Matthew T. Goldsborough, an Assistant Chief Engineer with the railroad line. The town of Goldsborough was incorporated in 1847, and the name officially changed to Goldsboro in 1869.

The City of Goldsboro became the county seat for Wayne County in 1847 and has expanded to an area encompassing over twenty-five miles, with a transportation center for the area's agriculture industry.

The modern population represents a variety of racial and ethnic backgrounds*: Black or African American: 53.3%, White: 36.2%, Hispanic or Latino: 5.5%, Asian: 1.8%, Native American: 0.2%, Two or more races: 7.1%. This diversity is not just statistical; it's woven into the fabric of everyday life, influencing the City's culture, cuisine, and community interactions. The median age of 36.7 years signifies a relatively young and dynamic population, brimming with energy and potential. However, the economic landscape is varied.

While the median household income is \$47,005, the poverty rate of 20.8% and designation as a Tier 1 community underscore the economic disparities that a significant portion of the population faces. *Source: Census.gov.

Goldsboro's cultural scene is a vibrant mosaic, shaped by the diverse influences of its residents. Festivals, art exhibitions, and musical performances celebrate this diversity and foster a sense of shared identity. Goldsboro is more than just a collection of buildings and streets; it's a community where people live, work, and play. Residents take pride in their city and actively participate in community events and initiatives. The City offers a variety of recreational opportunities, from parks and trails to sports facilities and cultural centers. The nearby Cliffs of the Neuse State Park provides a serene escape for outdoor enthusiasts, while the City's numerous festivals and events bring people together for celebration and shared experiences.

The City of Goldsboro is the proud home of Seymour Johnson Air Force Base, home of the 4th Fighter Wing and 916th Air Refueling Wing. Seymour Johnson received the Commander in Chief's Installation Excellence Award from the Air Force for 2001, the highest award given to a military base. Spanning more than five decades and five wars, Seymour Johnson AFB's 4th Fighter Wing is one of the most distinguished fighter units in the world. The 4th Fighter Wing of Seymour Johnson Air Force Base, N.C., puts airpower on target, on time for America. The wing is home to the multi-role, all-weather F-15E Strike Eagle and provides worldwide deployable aircraft and personnel capable of executing combat missions supporting the Aerospace Expeditionary Force.

The City's economic roots were deeply embedded in agriculture and manufacturing. While these sectors continue contributing, the City's economy has diversified in recent years. In addition to an engaged partnership with the Air Force Base, Healthcare, with institutions like Wayne UNC Health Care, and education with Wayne Community College, government services are now major employers. Seymour Johnson Air Force Base, located just outside Goldsboro, is a cornerstone of the local economy, providing jobs and stimulating businesses. The City is also making strides in attracting new industries and promoting entrepreneurship.

Goldsboro values education as a catalyst for personal and community growth. Wayne Community College offers a range of academic and vocational programs, while the University of North Carolina at Chapel Hill's Highway Safety Research Center contributes to research and innovation. The City's public school system strives to provide quality education to all students, preparing them for future success.

Like any city, Goldsboro faces its share of challenges. Poverty, crime, and infrastructure needs require ongoing attention and collaborative solutions. However, the City's potential for growth and development is immense. Its diverse population, rich history, and strong sense of community are valuable assets. Goldsboro is charting a course toward a brighter future by leveraging these strengths and addressing its challenges head-on.

Goldsboro, North Carolina, is more than just a dot on the map; it has a unique identity, a rich tapestry of stories, and a promising future. It's a place where history whispers, diversity thrives, and community spirit shines. As Goldsboro continues to evolve, it remains committed to preserving its heritage, embracing its diversity, and creating a better quality of life for all its residents.

About the Organization and Position:

The City of Goldsboro operates under a Council/Manager form of government. The City Council is comprised of a Mayor and six members representing six districts and serving four-year terms. The Mayor is a voting member of the City Council. This full-service municipality employs 492 full-time employees and has a FY 2025-2026 budget of nearly \$93,683.74. The tax rate for Goldsboro is \$.69 per \$100.

About the Department

The Goldsboro Police Department works cooperatively with the public and within the framework of the United States Constitution and North Carolina law to protect the well-being and enhance the quality of life for all residents and visitors.

The Goldsboro Police Department will rise to the highest level of ethical behavior, maintaining the trust of the community as we act lawfully in carrying out our mission. We strive to provide professional and innovative police services to the community as demonstrated by our commitment to excellence. We will use sound judgment, admit mistakes, and continually improve our processes in support of the community.



The department continues to demonstrate its commitment to excellence as we enter the second year of our four-year reaccreditation cycle with the Commission on Accreditation for Law Enforcement Agencies (CALEA). This prestigious accreditation reflects our adherence to the highest standards in law enforcement and our dedication to providing exemplary service to our community. In addition, the department plans to seek separate state accreditation through the North Carolina Law Enforcement Accreditation (NCLEA) program.

Strategic Plan

Our Strategic Plan is anchored in five key goals that reflect our commitment to the well-being and prosperity of our community:

1. **Safe and Secure Community:** Ensuring the safety and security of all residents remains our highest priority. We continue to implement innovative policing strategies and strengthen our community partnerships to foster a secure environment for everyone.
2. **Strong and Diverse Economy:** We recognize the importance of a robust economy. By supporting local businesses and encouraging economic growth, we aim to contribute to a strong and diverse economy that benefits all members of our community.
3. **Exceptional Quality of Life:** Enhancing the quality of life in Goldsboro is central to our mission. We are dedicated to providing excellent public services, maintaining clean and vibrant neighborhoods, and fostering a sense of community pride.
4. **Racial and Cultural Harmony:** Promoting racial and cultural harmony is essential for a cohesive community. We are committed to building bridges, encouraging dialogue, and ensuring that all voices are heard and respected.
5. **Model of Excellence in Government:** We strive to be a model of excellence in government through transparency, accountability, and continuous improvement. Our goal is to set the standard for effective and efficient public service.

Multi-Year Plan 2020–2030

The Department's Multi-Year Plan was developed using the same methodology as the City's Strategic Plan, based on long-term Benchmarking goals and a 10-year fiscal projection requested by the City's Finance Department. The plan focuses on long-term efforts specific to Benchmarking targets, population trends, personnel, equipment, and capital improvements. The City of Goldsboro defines capital as any item or improvement over \$5,000. The Multi-Year Plan will be reviewed annually to determine the inclusion of items into the budget and strategic planning processes, and updated as needed to include new initiatives projecting out ten years.

Qualifications

- Bachelor's degree in Criminal Justice, Public Administration, or a related field.
- Minimum of 12 years of progressively responsible law enforcement experience, including at least five years in a command-level position (Major, Captain, or equivalent).
- Completion of AOMP, SPI, FBI National Academy, or an equivalent executive leadership program preferred.
- Possession of an Advanced Law Enforcement Certificate.
- Proven experience managing personnel, budgets, and crime reduction initiatives.
- Current law enforcement certification in North Carolina or eligibility for certification within one year.

Special and Preferred Requirements

- Master's degree preferred.
- Must possess a valid North Carolina driver's license and meet all certification requirements set by the North Carolina Criminal Justice Education and Training Standards Commission.
- Must reside within a reasonable response time to the City of Goldsboro as determined by the Chief of Police.
- Intermediate or Advanced Law Enforcement Certification issued by the North Carolina Criminal Justice Education and Training Standards Commission (preferred).

The Successful Candidate is:

- A proven leader with executive-level law enforcement management experience.
- Committed to accountability, transparency, and community engagement.

- Experienced in personnel development, resource management, and department oversight.
- A strategic thinker who can analyze data, evaluate policies, and implement effective crime reduction strategies.
- Dedicated to fostering a culture of ethical policing, leadership, and officer wellness.

Salary Range and Benefits

The anticipated hiring range is \$90,513.43 – \$117,000. Salary depends on qualifications and experience. The City offers excellent benefits. In addition, the City has provided a health and wellness initiative for over 20 years and employs a full-time Occupational Health Nurse who provides nursing services and monthly health sessions for city personnel. Residency within 50 miles of the city limits is required within a negotiated timeframe.

To apply, please visit <https://www.governmentjobs.com/careers/goldsboronc> click on Deputy Police Chief title.

Please note the following:

- All applications must be submitted online via the City of Goldsboro website.
- Resumes and cover letters **must be** uploaded with the application.
- Applicants should apply by **November 16, 2025**.
- Developmental Associates will provide the assessment of candidates. They will invite successful semi-finalists to participate in virtual interviews and skill evaluations. Candidates are encouraged to reserve **December 16-17, 2025**, for virtual meetings should they be invited to participate.
- Direct inquiries to hiring@developmentalassociates.com.

The City of Goldsboro is an Equal Opportunity Employer. Developmental Associates, LLC, manages the recruitment and selection process for this position. To learn more about our selection process, visit <https://developmentalassociates.com/client-openings/>, select "Client Openings," and scroll down to "Important Information for Applicants."