

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.