Recruiting

The Southern Pines Police Department seeks qualified candidates for the positions of Police Officer, Telecommunicator, Community Services Coordinator, Property Technician and Administrative Technician. We are a full service law enforcement agency that values a diverse workforce.

When positions area available, the recruitment notice and Job Description are posted on our website at:

www.southernpines.net/police

and also on the Discover Policing website of the International Association of Chiefs of Police at:

http://discoverpolicing.org

Interested applicants should visit the Southern Pines Police Department "Join The Team" web page for information on the hiring process, a description of the duties, responsibilities, requisite skills, educational level and other minimum qualifications and requirements, official application filing deadlines, a description of all elements of the selection process, the expected duration of the selection process and the policy on reapplication. The "Applicant Information Sheet" contains additional information on the application and selection processes.

Applications are accepted only when positions are open and advertised.

The Department offers competitive salaries, life and health insurance, North Carolina retirement and 401k programs, sick leave, holiday leave and vacation leave as well as many other employment benefits.

The Department

The Southern Pines Police Department has a rich history and tradition of service. We serve a community of approximately 14,000 citizens and over 16 square miles. The department consists of approximately 45 sworn, non-sworn and volunteer personnel, all of whom are dedicated to the enforcement of law and improving the quality of life in the Town of Southern Pines through a dedicated focus on public safety. The department is structured into the following Divisions:

Administration
Communications
Investigation
Patrol

Specialized Units and areas of focus within the department include:

Bicycle Unit
Community Services Section
Crisis Negotiation Team
Honor Guard
K-9 Unit
Records Section
Property & Evidence Section
Special Response Team
Traffic Team
Training

Advancement and opportunity within the department can be very progressive. Candidates can move up in rank, join a specialized unit or transfer to another Division. The rank structure of the department as follows:

Police Officer Trainee
Police Officer 1
Police Officer 2
Master Officer
Sergeant
Lieutenant
Captain
Chief of Police

Qualifications

The Southern Pines Police Department maintains a competitive hiring process. Applicants must be 20 years of age by date of employment, be a high school graduate or GED equivalent, be of good character and be able to be certified as a police officer by the State of North Carolina. Candidates who possess a North Carolina Basic Law Enforcement Training program (BLET) certificate are preferred. Lateral candidates who are certified as a police officer in North Carolina or another state are encouraged to apply.

Candidates for selection participate in an oral interview, writing test, background investigation, medical examination, drug test, psychological exam and firearms qualification.

Candidates are selected based upon the needs of the department. After selection, and certification, Police Officer Trainees participate in an extensive Field Training and Evaluation Program designed to transition the new officer from the academy classroom and provide for the practical application of their skills.

The Southern Pines Police Department is a highly trained, professional organization that has embraced the concept of Community Oriented Policing. The department provides all equipment and training necessary to carry out our mission in the community.

The Town of Southern Pines and the Southern Pines Police Department is an equal opportunity employer and is in compliance with the provisions of the Americans with Disabilities Act.