The Fort Smith Police Department is a progressive 21st Century law enforcement agency made up of 164 sworn officers and 54 non-sworn staff members. The department is organized into three divisions: the Administrative Services Division, Patrol Division, and Criminal Investigations Division.

The Administrative Services Division coordinates the efforts of all divisions and units within the Police Department and is comprised of the Office of the Police Chief, Administrative Assistant to the Chief, Office of Professional Standards, Evidence, Communications, Crime Analysis, Public Affairs, and Central Records.

The Patrol Division consists of a variety of units. Uniformed officers provide round-the-clock police services throughout the City. The Community-Oriented Policing Unit provides a police presence in neighborhoods through visibility and public interaction. The Reserve Officer Unit is a group of volunteer officers who provide assistance to full-time officers in the field by performing regular police duties as well as helping during special events. The SWAT Unit provides support in high-risk situations in addition to the normal duties of the officers involved.

The Criminal Investigations Division consists of six separate units. Each unit is designed to handle investigations for specific types of crimes. The Crimes Against Persons Unit investigates assaults, rapes, and homicides. The Crimes Against Properties Unit investigates burglaries, thefts, and arson. The Special Investigation Unit includes the Juvenile and Family Violence Unit which investigates domestic violence, child abuse, and runaways, and an investigator who works sex offender registration. The Identification Unit is responsible for processing evidence as well as fingerprint detection and analysis. The Narcotic Unit is responsible for investigating the possession, sale, or manufacture of illicit controlled substances. The Street Crimes Unit investigates “vice” type crimes and addresses various quality of life issues, such as graffiti, as they arise within the City of Fort Smith.
The City of Fort Smith seeks a charismatic, experienced law enforcement professional with exceptional interpersonal skills to be its next Police Chief. The chosen candidate will develop strategies to address crime in the community utilizing modern law enforcement techniques and will work diligently to ensure the smooth and efficient operation of the City’s Police Department at all levels.

The ideal candidate will be a seasoned, approachable manager who is firm but fair and will hold staff accountable for their responsibilities, timelines, and fulfillment of department goals and initiatives. The Police Chief will be a highly ethical professional who demands the same of staff, invests in the team, leads by example, and is willing to actively engage in assisting other team members in order to achieve success. The next Chief shall be a dedicated and collaborative leader who understands the importance of creating a team environment. The Chief will build effective and supportive relationships and strive to maintain a positive working environment for the department. The Chief will ensure fairness and consistency in hiring practices, fostering a culture of diversity within the department, maintaining a policy of constant and consistent training for staff members, and making the improvement of staff morale a priority.

The chosen individual will support and encourage collaboration between the divisions of the department and will work closely with the County Sheriff to devise strategies to improve the safety of the community. The Chief should be an efficient and diplomatic communicator and delegator with well-developed critical thinking skills and the ability to apply reasoning and logic to new or unfamiliar ideas, opinions, and situations. The Chief should take a balanced approach to resolving issues, carefully weighing options and making evidence-based decisions. Strong problem-solving skills and analytic ability are essential qualities for this position.

The selected candidate should have experience using statistical modelling to devote resources where most needed and will continuously evaluate processes to improve efficiency. The candidate should have knowledge, experience, and belief in innovative programs that will help the department better serve the community, including diversionary programs and crisis intervention training.
The chosen candidate will hold a bachelor’s degree in criminal justice or a related area with at least 15 years of experience in law enforcement and seven years of supervisory and command experience. Graduation from the FBI National Academy is preferred. The City of Fort Smith is looking for qualified candidates who have continued their educational training with an emphasis on leadership.

The salary for this position is up to $111,904, depending on qualifications and experience, plus a $450/month car allowance. The City of Fort Smith offers a competitive benefits package and a retirement plan through the Arkansas Local Police and Fire Retirement System. Reasonable relocation expense reimbursement is available.
Welcome to Fort Smith, Arkansas—where you can relive America’s frontier heritage, explore a remarkably scenic landscape, and discover an unexpected urban contemporary art scene.

Located on the Arkansas River at the Arkansas-Oklahoma border, scenic Fort Smith is where you can “expect the unexpected.” Covering just over 65 square miles, the City sits at the crossroads of Interstates 40 and 49 and US Highways 64 and 71 in Sebastian County. Fort Smith is the second largest city in the state and has a population approaching 90,000. This thriving community is a hub for commerce and boasts a diverse economy, a rich history, and a promising future.

The U.S. Army established Fort Smith as a military outpost in 1817. The City was incorporated on December 24, 1842, and still has an active military presence with the Fort Chaffee Maneuver Training Center operated by the Arkansas National Guard and the 188th Wing, Arkansas Air National Guard. Steeped in Old West lore—from books and films like True Grit to famous and infamous real-life characters like Belle Starr, Judge Isaac C. Parker, U.S. Deputy Marshall Bass Reeves, and the founder of the U.S. Army Rangers, General William O. Darby—Fort Smith honors its colorful past while embracing development opportunities that will both preserve the uniqueness of the community and ensure its future growth.

Since 2017, Fort Smith’s business and quality of life accolades have included “2017 Safest U.S. Cities for Women” by Security Choice; “Top U.S. Cities for Recent College Grads” by Goodcall. com; “Trendsetter City” (for Tourism) by Arkansas Business; and the City was listed as one of the “Top 10 True Western Towns” by True West Magazine for the sixth consecutive year. Additionally, Niche. com recognizes the Fort Smith Public School District as the “#1 Most Diverse in Arkansas” and Afar Magazine has included Fort Smith as one of the “8 Surprising Cities with Amazing Street Art” in the world. The City also has the lowest unemployment rate for women in the nation. All in all, this is the perfect city for students, young professionals, retirees, and families of all kinds.

There are several major developments on the horizon for Fort Smith. The City has prepared a community vision statement and update of a comprehensive plan to guide Fort Smith’s future growth and to adopt development guidelines which reflect the community’s values. Recently, fire service improvements were made, including the new fire station, to preserve the City’s favorable fire insurance rating. ArcBest Corporation has completed a new $30 million corporate headquarters that has provided up to 975 new jobs, and Glatfelter, a producer of high-quality paper and specialty products, has made an $80 million investment in a new facility. ABB (electric motors), Mercy Hospital, and Baptist Health Medical Center are some of the area’s other major employers. FFO Home, Mars Petcare, oil and gas companies, and technology industries, as well as the strong retail sector, have also created a dynamic economy in the Fort Smith region.
THE COMMUNITY CONTINUED

The area offers a variety of unique cultural and recreational attractions for residents and visitors that include a new bike skate park. Fort Smith is home to Arkansas’s oldest symphony orchestra and the state’s oldest continuously operating volunteer little theater. Other attractions include the Fort Smith Regional Art Museum, the Museum of History, and the Western Arkansas Ballet. The fall of 2019 will see the opening of the US Marshals Museum, which represents the oldest federal law enforcement agency in the nation. The City has completed a $10.9 million aquatics center, accomplished jointly with Sebastian County. From parks and walking trails to on and off-road biking and the Janet Huckabee Arkansas River Valley Nature Center, the City offers outdoor activities for all ages. There are also plenty of hiking and fishing opportunities around places like Lake Fort Smith State Park. Fort Smith is also a gateway to the beautiful Talimena Scenic Byway, which winds 54 miles along the crest of Rich Mountain and Winding Star Mountain in the Ouachita National Forest.

EDUCATION

Fort Smith is served by the Fort Smith Public School District which is one of the largest districts in the state. It has 29 campuses and an enrollment of more than 14,000 Pre-K-12 students. Eight of the district’s elementary schools and all its secondary schools have earned honors as Arkansas Schools of Excellence. A newly organized public charter high school, Future School of Fort Smith, is enrolling its first class of 10th graders for this fall. There are also several private schools in the area including Immaculate Conception Elementary School, Christ the King Elementary School, St. Boniface Elementary School, First Lutheran Elementary School, the Montessori School of Fort Smith, Harvest Time Academy, Union Christian Academy, and Trinity Junior High.

HIGHER EDUCATION

For those seeking higher education, the University of Arkansas has a Fort Smith campus. The University is part of the University of Arkansas System and offers 76 academic programs. Carl Albert State College, Northeastern State University, and John Brown University are located within 60 miles of Fort Smith. Additionally, the Arkansas Colleges of Health Education (ACHE) has recently announced several major projects to continue its vision to create health and research support facilities headquartered on their Fort Smith campus. The new projects will complement and enhance the existing medical school, Arkansas College of Osteopathic Medical (ARCOM), which welcomed its inaugural class in 2017.
GOVERNMENT AND ORGANIZATION

Fort Smith operates under a board of directors-city administrator form of government. The Board of Directors is made up of seven members with four single ward members and three at-large members, plus the Mayor who is also elected at-large but does not vote. Members serve four-year terms with no limits.

The City employs over 1,000 staff members and has an FY2019 operating budget of $131 million. Carl E. Geffken assumed the role of City Administrator on May 9, 2016. Mr. Geffken previously served as chief operating officer for Berks County, Pennsylvania, and city manager for Reading, Pennsylvania.

MISSION:

We are a unified team committed to consistently providing citizen focused services for the advancement of a thriving community.

VISION:

Providing WORLD CLASS SERVICES by:

- VALUING the contributions of every citizen and employee
- Being AGILE
- Being VALUES-BASED
- Being CONTINUOUS LEARNERS

VALUES:

- INTEGRITY Always
- Absolute PROFESSIONALISM
- ACCESSIBILITY for All
APPLICATION PROCESS

Please apply online at: http://bit.ly/SGRCurrentSearches

For more information on this position contact:

Gary Holland, Senior Vice President
Strategic Government Resources
GaryHolland@governmentresource.com
405-269-3445

The City of Fort Smith is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

RESOURCES

City of Fort Smith
fortsmithar.gov

Fort Smith Chamber of Commerce
fortsmithchamber.org

Go Downtown Fort Smith
godowntownfs.org

Fort Smith Police Department
fortsmithpd.org