

THE CITY OF LIBERTY



Is Accepting Applications for the Position of Chief of Police

We are excited to announce this opportunity for an experienced Chief of Police who is capable of preserving and enhancing the existing high standards of law enforcement and public safety service and preparing the City of Liberty for the challenges of the future.



About The City of Liberty

Liberty, South Carolina, is a city of roughly 3,200 people, located in Pickens County in the northwestern corner of the state.

The city was chartered in 1876 and is central to the region's natural and cultural attractions. Liberty's history and traditions were born of the textile mill, and now the city is forging a new future as a residential and business opportunity hub within the region.

Liberty's competitive position in upcountry South Carolina is based on its premium location and its land availability. Liberty is located 12 miles north of the Interstate 85 corridor, which runs from Charlotte, North Carolina, to Atlanta, Georgia, and adjacent to the US Highway 123 corridor, which runs from Greenville to Clemson.

The region is experiencing strong economic growth and robust job creation! Liberty offers safe, high quality-of-life and living standards, while maintaining affordable home prices.

Liberty embraces its southern small-town charm and is a welcoming community for new residents and businesses. Our citizens are friendly, approachable, modest, and always willing to lend a helping hand. Liberty is focused on building strong community relationships and takes pride in its traditions and history.

With award-winning schools, close community connections, opportunity for business and development, and ample opportunities for outdoor adventure and recreations, Liberty is a fantastic place to live and pursue happiness.

We are confident in our future growth and prosperity!



The City of Liberty Chief of Police Opportunity



The city seeks a Police Chief who is a dedicated and ethical team player and can quickly gain the confidence of the community by building strong relationships with residents, the business community, City staff, City stakeholders, nearby communities and law enforcement agencies. The Chief must possess the ability to build community trust through the development of partnerships and use of proven community-oriented policing techniques. As a key member of the Mayor's Leadership Team, the ideal candidate will demonstrate the ability to embrace change and help guide the community. The new Police Chief for the City of Liberty is expected to provide leadership and professional insight into the following opportunities and challenges:

- » Lead the department in a manner that focuses on building community trust and support; promotes professionalism by supporting 21st Century policing principles and continued department accreditation standards.
- » Enhance communications with citizens by maximizing the appropriate use of social media, identifying effective ways for the department to interact with formal/informal citizen groups, and demonstrating transparency and consistency when communicating with the public.
- » Identify implementable strategies for improving recruitment and retention of quality staff.
- » Work proactively in partnership with other law enforcement agencies to enhance the quality of life and improve security of all citizens.
- » Promote high morale within the department by developing a culture that is willing to listen to all ideas, utilizing effective communication skills and techniques for keeping staff informed, understanding the value of being visible to staff during routine and special events of the department, and demonstrating objectivity and accountability when dealing with staff issues and professional development opportunities.
- » Provide professional input to the mayor concerning department needs.
- » Assess the need and use of important policing tools such as body cameras, take-home vehicles, and communication equipment.

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Candidate Qualifications:

- » Bachelor's Degree required in Criminal Justice, Law Enforcement, Police Administration or similar degree; Five years of experience in upper-level police management; or any equivalent combination of education, training and experience.
- » Maintenance of firearms proficiency according to departmental standards.
- » Possession or ability to gain possession of a valid South Carolina driver's license within 30 days.
- » South Carolina Criminal Justice Training Academy certification or ability to obtain SCCJA Class 1 certification within one year.
- » This position is considered Essential Personnel and will be required to work during and following natural disasters and emergencies.

Required knowledge, skills, and abilities include:

- » Knowledge of state, local and federal laws pertaining to the general exercise of law enforcement duties.
- » Extensive knowledge of the principles, practices and procedures of police work and advanced law enforcement methods.
- » Knowledge of organizational and department laws, policies, and procedures.
- » Thorough knowledge of management, planning and supervisory methods and procedures.
- » Knowledge of the use and care of firearms and of typical law enforcement equipment.
- » Ability to communicate well verbally and in writing with City officials, staff, the public, and the news media.
- » Ability to work well with other City officials, staff, the law enforcement community and the public.
- » Must maintain physical conditioning to be able to perform all duties of police officer according to departmental standards.
- » Superior skill in organizing, directing and supervising others.

Essential Duties:

- » Supervises, directly or through subordinates, and participates in all Department functions and activities such as patrol units, traffic control, crime prevention, criminal investigations, and training.
- » Plans, develops, and oversees the implementation of Department policies and procedures in accordance with applicable laws and ordinances.
- » Develops and presents the requested budget for the Department. Manages the budget to ensure effective and efficient use of budgeted funds, personnel, materials, equipment, facilities, and time.

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- » Plans, implements, and directs law enforcement, crime prevention, and community-oriented policing programs for the City in order to better carry out the policies and goals of the City Council as communicated through the Mayor; trains staff in all areas of operation, reviews Department performance and formulates programs and policies to promote effective, efficient service provision.
- » Communicates information on departmental operations to the City Council and the Mayor. Prepares reports in accordance with policies and procedures and as requested by the mayor.
- » Directs a workforce of both sworn and civilian personnel. Recruits personnel for the Department, assigns work, facilitates training, reviews performance, sets standards for fitness, counsels, and takes disciplinary action up to HR to the recommendation for discharge. Handles grievances and oversees department personnel's conduct and general behavior alongside the Human Resource Director.
- » Investigates complaints from citizens against Department employees and takes appropriate action following laws, ordinances, and City and departmental policy. Answers inquiries from citizens regarding laws, ordinances, and police procedures.
- » Coordinates operations and strategies with other local, State, and national law enforcement agencies to ensure comprehensive, cost-effective service delivery. Negotiates and administers mutual aid agreements and other formal and informal relationships on behalf of the City.
- » There is no requirement for residency for this position within the City of Liberty. However, residency is required within a reasonable distance to enable timely incident responses.

Compensation

The starting annual salary for the City of Liberty's Chief of Police will be market-competitive, depending upon the qualifications and experience of the selected candidate. Participation in the state retirement system and a comprehensive benefits package will be provided.

How to Apply

Interested candidates must email Mayor Erica Romo Woods a cover letter, resume, at least five job-related references, and salary history no later than 4:30 p.m. on March 7th, 2025. If you have any questions, email mayor@libertysc.com or in person at 119 W. Front St. Liberty, SC 29657.

The City of Liberty is an Equal Opportunity Employer. The City of Liberty does not discriminate based on race, color, religion, creed, sex, gender, sexual orientation, age, marital status, or national origin.