



CITY OF HARRISONBURG POLICE DEPARTMENT CAPTAIN

The Harrisonburg Police Department is accepting applications for three Police Captain openings. We are seeking forward-thinking, strategic leaders who will work collaboratively with department personnel and City leadership to strengthen operations, support our workforce, and advance responsive, community-centered policing. The ideal candidate brings an unwavering commitment to community safety and security, demonstrated through selfless acts of service, sound judgment, and the ability to lead with integrity, accountability, and professionalism in a changing public safety environment.



HARRISONBURG, VIRGINIA



The City of Harrisonburg is an independent city located in the central Shenandoah Valley region of Virginia. The city falls within Rockingham County and encompasses 17.4 square miles, serving a population of approximately 56,879.



Harrisonburg is located along Interstate 81 and is only two hours away from both Richmond and Washington, D.C. Harrisonburg City Council and staff are currently operating under the City's 2045 Vision Plan, which calls for a focus on creating A City For All and prioritizing the areas of A Harmonious Community, Economic Development & Financial Empowerment, A Thriving Educational Epicenter, Available Housing for All, Community Resiliency & the Natural Environment, High Quality City Services, and Fiscal Sustainability & Planning.

Within the Harrisonburg City Public Schools system is a Pre-K Early Learning Center, six elementary schools, two middle schools, and two high schools. Harrisonburg is also home to two university campuses – James Madison University and Eastern Mennonite University. James Madison is a public research university with an enrollment of more than 22,000 students, and Eastern Mennonite University (EMU) is a private, Mennonite-affiliated liberal arts university with an enrollment of approximately 1,500 students.



An agricultural hub, Harrisonburg has now evolved into a lively and distinct destination with a vibrant arts and entertainment scene. The city is home to a plethora of parks and trails and hosts community events throughout the year. Downtown Harrisonburg was designated as Virginia's first recognized Arts and Cultural District in 2001 and the first recognized Culinary District in 2014. Downtown boasts a variety of locally owned restaurants, coffee shops, bars, craft breweries, and boutiques. The area is home to an expansive network of galleries, music venues, theaters, and museums, making it an exciting place for anyone to enjoy.

THE HARRISONBURG POLICE DEPARTMENT



The Harrisonburg Police Department is comprised of 116 full-time sworn officers, 3 part-time sworn officers, and 31 professional staff. The department is broken up into three bureaus: the Special Operations Bureau, the Support Services Bureau, and the Patrol Operations Bureau.

SPECIAL OPERATIONS BUREAU

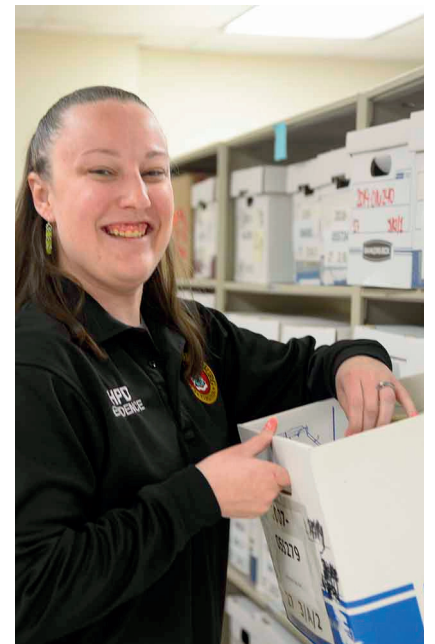
The Special Operations Bureau is comprised of the Special Operations Division and the Criminal Investigation Division. Within these divisions are the Community Resource Unit, Traffic Unit, Animal Control Unit, Police K9 Unit, Major Crimes Unit, both the full-time digital forensics lab and the full-time forensic evidence lab, and more.

PATROL OPERATIONS BUREAU

The Patrol Operations Bureau houses both the Behavioral Health Unit and the Crime Analysis Unit, made up of professional staff. The Patrol Division encompasses all four patrol squads, two day shift and two night shift, each assigned two Sergeants and one Lieutenant. Patrol is also assisted by our Selective Enforcement Team and two Business Resource Officers, one downtown and one at the mall.

SUPPORT SERVICES BUREAU

The Support Services Bureau includes the Professional Standards Unit, Records Unit, Evidence Unit, Personnel Development Unit, and more. Most of the department's professional staff fall under support services and serve in roles like Accreditation Manager, Outreach and Communication Specialist, Systems Analyst, Records Specialist, and more.

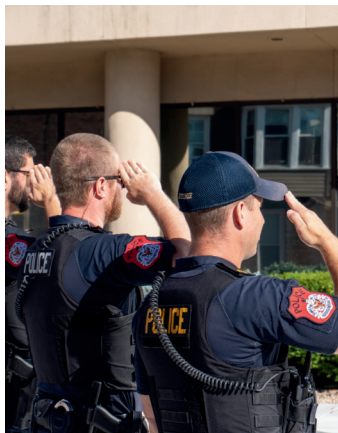


POLICE CAPTAIN POSITION



ESSENTIAL FUNCTIONS

- Plans, organizes, directs, coordinates and supervises the activities of their assigned bureau.
- Assists with the overall administration of the Police Department.
- Plans and directs work of Police Lieutenants, Sergeants, Detectives, Officers, and professional staff.
- Reviews and coordinates activities of various shifts.
- Assists with criminal investigations.
- Undertakes special assignments as directed by the Deputy Police Chief or Police Chief.
- Develops and implements duty assignments.
- Evaluates work of employees.
- Reviews and updates department operating policies and procedures.
- May patrol streets, receive complaints or reports of emergencies; determines appropriate action and directs or assists subordinates.
- Develops and recommends training programs; schedules and provides in-service training.
- Makes arrests and testifies in court and assists other officers in preparing court testimony.
- Prepares a variety of reports for City officials and other law enforcement agencies.
- Serves as a member of committees and boards as assigned.



THE IDEAL CANDIDATE

The ideal Police Captain is a visionary and strategic leader. A forward-thinking professional who can anticipate emerging public safety needs and translate long-term goals into consistent, high-quality operational performance. As a proven change agent, they embrace innovation, use data and community input to guide decisions, and lead through complexity with transparency, accountability, and sound judgment. They build strong internal teams by mentoring supervisors, developing talent, and setting clear expectations while collaborating with City leadership and community partners to support shared priorities. Above all, they are a servant leader who values humility and integrity, supports the well-being and readiness of employees, and keeps community trust, safety, and service at the center of their actions.

QUALIFICATIONS, COMPENSATION & BENEFITS



QUALIFICATIONS

- High school diploma or GED and extensive (6+ years) experience in law enforcement with at least two years as a sworn law enforcement supervisor. An equivalent combination of education and experience may be used to meet this requirement.
- Valid driver's license.
- Meet and maintain all department and state training and education requirements for the position.

Preferred Qualifications (Not Required for Consideration):

- Bachelor's degree.
- Federal Bureau of Investigations (FBI) Academy, Northwestern School of Police Staff & Command (SPSC), or equivalent education.



COMPENSATION

The preferred hiring range is \$91,769.60 - \$100,942.40 annually with an excellent benefits package including VRS enhanced hazardous duty coverage. An exact salary will be dependent on the selected candidate's qualifications and experience.

**QUESTIONS: CONTACT HUMAN RESOURCES AT
EMPLOYMENT@HARRISONBURGVA.GOV**

VISIT WWW.HARRISONBURGVA.GOV/EMPLOYMENT TO APPLY