

City of Royse City, Texas Chief of Police Position Profile

Selection Process

The City of Royse City, Texas is seeking a new Chief of Police. Applications will be accepted until November 30, 2009. All inquiries regarding this process should be directed to the City of Royse City Human Resource Department.

City of Royse City – HR Department
305 N Arch St, PO Box 638
Royse City, TX 75189
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972-524-4826 fax 972-635-2434

Community Profile

The City of Royse City is located approximately 30 miles east of downtown Dallas, midway between Rockwall and Greenville. Royse City's location provides residents easy access to the amenities of downtown Dallas, including cultural, sports, entertainment and shopping on par with any city in America, but coupled with a slower pace of life in a small town that has a wonderful sense of community and history. Royse City has almost quadrupled in population since 2000, to the current population of approximately 11,000. The average age of Royse City residents is 31. Additional information can be accessed at the City website at www.roysecity.com.

City Organization

Royse City is a full service home rule city and is a recognized professionally managed city by ICMA. The City Council is comprised of a Mayor and six Council Members, elected at large. Council members are elected for two year staggered terms. The City Council appoints a professional City Manager, who is responsible for the day to day operation of all city departments. The Police Chief reports directly to the City Manager and is responsible for all aspects of police operations, training, and development.

Ideal Candidate Profile

The City of Royse City is looking for an innovative, progressive and experienced leader with strong leadership skills, management acumen, and an understanding of contemporary concepts and practices of policing. The City Manager has worked extensively to develop the profile of the ideal candidate to become Royse City's next Chief of Police. The following ideal profile is not in priority order.

Education

Bachelor's degree in Criminal Justice, public administration, or equivalent desired. Advanced Proficiency Certificate from the Texas Commission on Law Enforcement Standards and Training Peace Officers License is required. Masters Proficiency preferred. Valid Texas Drivers License is required.

Experience

A demonstrated track record of strong leadership is essential.

The ideal candidate should have broad experience in all aspects of municipal law enforcement management and a strong understanding of crime prevention and control through community-oriented policing. Chief experience is preferred, but a minimum of ten years of law enforcement experience required, at least five of which were at a supervisory level.

Experience should demonstrate progressively greater responsibility throughout career with a record of success and an outstanding future in the law enforcement profession.

The successful candidate will be dedicated to maintaining a strong team atmosphere between the Police Chief, staff internal to the Police Department, other City staff members and the community.

Management Style

A visionary leader who is highly results oriented is essential.

A strong commitment to a true team approach which actively encourages participation and input from staff, challenging them to constantly grow and become better is highly desired.

The successful candidate will be comfortable delegating to staff authority and responsibility, as well as holding staff accountable for the highest possible performance levels.

The successful candidate will have the courage and strength to make strong recommendations to the City Manager, and to stand up for his or her convictions, but to do so in a professional manner.

The successful candidate should be highly accessible to the City Manager, staff and the community

A sincere commitment to community involvement is essential.

An authentic and effectively executed commitment to open, thorough and transparent communication with the City Manager will be essential.

Personal Characteristics

The highest level of integrity is the foundation for all other desired attributes.

A strong professional presence should be projected verbally and in writing, as well as in actions and demeanor.

The successful candidate will have great strength of character, and commitment to their convictions, but without being inflexible on issues of concern to others.

Strong analytical skills, particularly with regard to long range impacts of various decisions, will be essential to success.

A high energy level, with great passion and enthusiasm for making Royse City and the Royse city Police Department better in the future is highly desired.

Active participation in local civic affairs, collaboration with the school district, and regional leadership with other governmental entities is expected.

Application Submittals

Prospective candidates may secure more information, or submit an application for consideration to the City of Royse City Human Resource Department at the contact information located at the beginning of this profile. Electronic submittals are preferred.