

The City of Richardson is now accepting applications for the position of Police Captain.

Position Title	Captain
Organization	Richardson, Texas
Position Category	City Government
Application & Selection Process	Qualified candidates should submit their resume with a cover letter expressing interest in qualifications to Jimmy.Spivey@cor.gov . This position is open until filled; however, interested applicants are encouraged to apply not later than December 22, 2017. Following the first review date, applications will be screened against the criteria provided on the job description and the City of Richardson will consider offering interviews to selected candidates. Interviews in Richardson will be offered by the City to those candidates named as Finalists, with reference checks, background checks and academic verifications conducted after receiving candidates' permission. For more information, please contact Karen.Patel@cor.gov or by calling (972) 744-4823.

Applicants selected as finalists for this position will be subject to a criminal history/ credit/ driver's license check prior to interview. Under the Texas Public Information Act, information from your resume may be subject to public disclosure.

Municipal Organization	Richardson, established in 1873 and chartered in 1956 is located in Dallas and Collin Counties, approximately 12 miles north of the Dallas Central Business District. With a 2014 estimated population of 108,617 residents, Richardson is strategically situated within a high-growth corridor traversed by two major highways, Central Expressway (US 75) and President George Bush Turnpike. Dallas Area Rapid Transit operates four light rail stations within the City, two of which will be the focus of major transit-oriented development, with significant development activity occurring in proximity of the other two sites. The City of Richardson has a history of being well-governed and managed. The municipal charter designates Richardson as a home-rule city and provides for a Council-Manager form of government. Governed by a 7-member City Council including the Mayor, the Council enacts local ordinances and resolutions, adopts the annual budget, reviews and approves the annual comprehensive plan, conducts public hearings and establishes policy. The City Manager reports to the City Council and is responsible for the execution of the policies established by the Council and the day-to-day administration of the municipal organization. The City Manager has established a highly-respected Senior Management Team comprised of a Deputy City Manager, three Assistant City Managers and 15 department directors, including the Chief of Police.
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Chief Jimmy Spivey was appointed Chief of Police in August 2009, only the fifth Chief in the department's history. Chief Spivey has over forty years of service in municipal law enforcement, and has served the citizens of Richardson since 1995. Reporting directly to the City Manager, the Chief commands a police agency charged with providing police services to a community with racial and cultural diversity, a variety of socioeconomic factors, heavily traveled streets and highways, dynamic economic development and major ongoing redevelopment. Aggressive and effective leadership and management approach and programs are needed to address potential increases in crime rates and resulting fear of crime on the part of the residents. The Captain will have a strong commitment to customer service, dedication to policing which involves the community, and an understanding of the importance in managing crime, public order and traffic safety issues. The successful candidate should have broad experience in all areas of a municipal police department including patrol, criminal investigation and administration with an established, successful record of effectively managing the activities and functions of a police department comparable in complexity to the Richardson Police Department. The Richardson Police Department and its members are dedicated to a "Higher Caliber". This is accomplished through Partnerships with the community and businesses, Prevention of Crime and Disorder, and excellence in Performance.

Candidate Profile

The candidate's experience must include a diverse exposure to all aspects of municipal law enforcement management and the successful building of partnerships with the community and other law enforcement agencies. The ability to build consensus from differing points of view and accessibility to the community and departmental employees is essential. The Captain will demonstrate prioritization skills to maximize utilization of existing resources and development of future additional resources, a commitment to customer service, and a record of developing and enhancing effective relationships between the police department and neighborhood organizations, schools, and civic/business groups. The Captain will be able to define clear goals, vision and direction for departmental personnel and have the ability to maintain distinct levels of accountability. The successful candidate will have a commitment to regular and clear lines of communications and interaction with the Assistant Chief, fellow supervisors, departmental staff, other departments, and the public. The Chief will be seeking candidates who have an innovative, proactive, flexible and creative approach, who are not afraid to consider new technology, equipment, training, and police practices. He/she will be a good listener who listens to both sides of an issue and has a flow of communication to community leaders and staff members. The Captain will be an individual with a strong sense of self who demonstrates the highest levels of personal and professional ethics and who leads by commitment, example and ethical standards, both on and off the job. An awareness and sensitivity to cultural, social, and ethnic differences in the population served is essential.

Required Education, Degrees, Certificates, and/or Licenses

The selected candidate will have a minimum of a Bachelor's degree in criminal justice, police science, public administration, or a related field from an accredited college or university. A track record of continuing involvement in professional development is expected. Must have a TCOLE Advanced certification (or ability to obtain) and possession of a valid Texas Driver's License (or ability to obtain) with a clear record. Competency in desktop computing with common business/office software is also required. Must be a U.S. Citizen.

Experience, Training, Knowledge, and Skills

Must have 8-10 years of increasingly responsible law enforcement experience, with supervisory and administrative experience at the minimum level of Lieutenant. Command level experience with a local, state, or federal law enforcement agency (or related field) of 100 or more employees required. Knowledge required of the principles and practices of modern police administration and methodology. Must be able to demonstrate ability to be adaptive toward procedures. Must demonstrate the ability to effectively communicate with stakeholders, both verbally and in writing. Open and frequent communication with staff and the community is essential. Must have ability to plan, coordinate, and control activities of personnel. Must be able to recommend strategies, and develop policies and procedures regarding police activities. Must demonstrate ability to solve complex problems and identify alternative solutions is a necessity.

Compensation and Benefits

The salary and benefits are highly competitive. The City of Richardson participates in TMRS at the 7% (2:1 match). This will be an at-will appointment and limited relocation assistance can be negotiated. Starting salary and benefits will start at \$112,000, with a full range of leave and insurance benefits available. This is an exceptionally demanding and rewarding professional opportunity with outstanding growth potential.