



Job Title: Chief of Police

Department: Police

Date: June 14, 2024

Summary: The Police Chief is a senior leadership role responsible for overseeing and managing all aspects of law enforcement operations within the city. The Police Chief leads a department dedicated to maintaining public safety, enforcing laws, and fostering positive community relations.

KEY RESPONSIBILITIES

Leadership and Strategic Planning:

- Provide visionary leadership to the police department, setting strategic goals and objectives aligned with community needs and law enforcement best practices.
- Develop and implement policies, procedures, and initiatives to enhance departmental effectiveness and efficiency.

Operational Oversight:

- Direct and coordinate daily operations of the department, including patrol activities, criminal investigations, traffic enforcement, and the protection of life and property.
- Ensure compliance with legal standards, departmental policies, and regulatory requirements.
- Command major emergency incidents by responding to emergency scenes, assessing needed resources, assigning tasks, and managing investigations.
- Review administrative reports, oversee departmental records, and report, when required, to various agencies.
- Submit grant applications. Manage or administer grant fund programs.

Budget and Resource Management:

- Develop and present the department's annual budget, allocating resources for personnel, equipment, staff development, and community programs.
- Monitor revenues and expenditures.
- Engage in long-term planning consistent with the strategic goals of the city to identify and plan for projected needs to efficiently and effectively deliver police services within the city.

Community Engagement and Public Relations:

- Foster positive relations between the department, department heads, City leaders, and the community through outreach programs and collaborative initiatives.
- Address community concerns, promote transparency, and build trust in law enforcement practices.

Personnel Development and Team Building:

- Recruit, train, mentor, and evaluate department personnel, ensuring a skilled and motivated team.
- Promote a culture of professionalism, integrity, and accountability among staff members.
- Develop training, programs, and procedures to meet new situations to improve existing operations and effectiveness.

Emergency Response and Crisis Management:

- Coordinate responses to emergencies, natural disasters, and critical incidents, ensuring the safety and security of residents and stakeholders.
- Implement emergency preparedness plans and protocols to mitigate risks and manage crises effectively.

Policy Advocacy and Legislative Relations:

- Advocate for policies and legislation that support effective law enforcement practices, crime prevention, and community safety.
- Collaborate with elected officials, government agencies, and advocacy groups to influence legislative outcomes beneficial to the department and the community.

Qualifications:

- Minimum of ten (10) years of law enforcement experience, with at least five (5) years in a senior leadership role.
- Bachelor's degree in criminal justice, public administration, or a related field preferred.
- Must be certified as a law enforcement officer in the State of Texas with an Advanced Certification from the Texas Commission on Law Enforcement Officer Standards and Education
- Strong communication skills, with the ability to engage effectively with diverse stakeholders.
- Sound judgment, ethical integrity, and a commitment to upholding the highest standards of law enforcement.

Working Conditions:

- This position may involve exposure to hazardous situations and environments, requiring physical stamina, and the ability to perform under pressure.
- This position requires flexibility in working hours, including evenings, weekends, and holidays, to respond to emergencies.

Benefits:

- Competitive salary commensurate with experience.
- Health benefits package.
- Retirement benefits package.
- Opportunities for professional development and continuing education.

Application Process:

Interested candidates should submit an application, resume, cover letter, and professional references. Qualified applicants will undergo a selection process that includes interviews, assessments, and background checks.

Please send to: City of Seminole, 302 S. Main Street, Seminole, Texas 79360; ATTN: Mary Furlow. Email: mfurlow@cityofseminoletx.org

Download applications at www.cityofseminoletx.org

****POSTED UNTIL THE POSITION IS FILLED****

Equal Opportunity Employer:

The City of Seminole is an Equal Opportunity Employer. We encourage applications from qualified individuals of all backgrounds without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, or veteran status.