

Assistant Chief of Police

Job Identification: 18239

Job Schedule: Full Time

What We Are Looking For

Baylor University is seeking an Assistant Chief of Police within the Department of Public Safety. This role involves overseeing various sections and units, developing strategic plans to enhance public safety, and ensuring compliance with law enforcement standards. The Assistant Chief is responsible for implementing crime prevention strategies and fostering partnerships with community stakeholders. This position requires strong leadership, strategic planning, and the ability to respond effectively to emergencies. The Assistant Chief of Police also provides assistance to the Chief in the development, administration, coordination and implementation of departmental policies, procedures and activities.

A Bachelor's Degree, at least seven years of relevant work experience of increasingly responsible broad-based services as a Peace Officer, ability to become a Texas Commission on Law Enforcement (TCOLE) licensed peace officer immediately at the start of the selection process, five years of supervisory experience in a command level position in law enforcement, and experience and knowledge in the areas of event management, homeland security, risk management and building security is required.

A Master's Degree, at least 10 years of relevant work experience of senior command level experience in law enforcement, and completion of an advanced police management and leadership training such as the FBI National Academy, PERF's Senior Management Institute for Police, Southern Police Institute, Northwestern School of Police Staff & Command, Naval Post Graduate School, Law Enforcement Management Institute of Texas, or IACLEA Executive Development Course is preferred.

Applicants must be currently authorized to work in the United States on a full-time basis.

What You Will Do

- Reports directly to the Chief of Police for the leadership, management, and operations of the police department
- Provides direct supervision to Operations and Support Services Captains
- Identifies and deploys best practices for campus law enforcement operations
- Ensures an effective annual training schedule for BUPD Training area
- Assist the Chief of Police in managing the operational responsibility of major University special events
- Establishes goals, objectives, and initiatives for BUPD Command Staff
- Conducts performance evaluations for direct reports and promotes team building

- Plans for and manages emergencies and threats within BUPD jurisdiction
- Develops and implements policies and procedures in compliance with IACLEA standards and other identified best practices
- Manage and support special projects and programs
- Conducts audits and inspections of internal operational processes
- Analyzes crime statistics and trends to monitor crime prevention strategies
- Review daily offense reports and ensure proper notification
- Functions as a key member of the executive leadership team for critical management decisions
- Maintains partnerships with University departments and external law enforcement agencies
- Coordinate with Emergency Management Director on varied categories of emergency management
- Respond to media inquiries and other interested parties that include parents, students, faculty and staff
- Assists the Chief of Police as a liaison to local, state, and federal law enforcement agencies
- Ensures consistent implementation of policies and procedures throughout the department
- Perform all other duties as assigned to support the mission of Baylor University
- Comply with University policies and FERPA
- Maintain regular and punctual attendance

What You Can Expect

As part of the Baylor family, eligible employees receive a comprehensive benefits package that includes medical, dental, and vision insurance, generous time off, tuition remission, and outstanding automatic retirement contributions. Baylor has a comprehensive benefits plan that supports you and your family's wellbeing and allows you to be a part of the life of a vibrant and active college campus. To learn more, go to <https://www.baylor.edu/hr/index.php?id=949184>

Explore & Engage

Learn more about <https://www.baylor.edu/about/> and our strategic vision, <https://www.baylor.edu/illuminate/> In Deeds. Also, explore our great hometown of <https://www.baylor.edu/waco/> and the many opportunities to <https://www.baylor.edu/waco/index.php?id=970687> If you are new to Central Texas, <https://vimeo.com/452638883>

About Us:

Baylor University is unwaveringly committed to building and fostering a Caring Christian Community in which our members feel safe, respected and supported. Such a commitment includes ongoing compliance with all applicable anti-discrimination laws. As such, Baylor does not illegally discriminate, and prohibits illegal discrimination based

on race, color, national or ethnic origin, citizenship, sex, age, disability, military service, pregnancy or other characteristic protected under applicable federal, state, or local law ("Protected Characteristics") in employment and regarding qualified students in any education program or activity, as such discrimination is defined by applicable law. The University also prohibits associated retaliation as defined in applicable law and policy.

Given that the University is operated within the Christian-oriented aims and ideals of Baptists, governed by a predominantly Baptist Board of Regents and affiliated with the Baptist General Convention of Texas, Baylor prescribes standards of personal conduct for employees and students consistent with its religious mission and values and that are integral to its Christian faith mission, and employs individuals whose values and conduct align with Baylor's mission. Baylor's commitment to equal opportunity and respect of others does not undermine the validity and effect of the constitutional and statutory protections for its religious liberty. The Protected Characteristics and application of the non-discrimination policy are interpreted consistently with relevant and applicable law and with the University's religious mission and values.

The University's full notice may be found on the <https://disclosures.web.baylor.edu/notice-non-discrimination> webpage.

Inquiries about the application of Title IX and its regulations, which requires the University to not discriminate based on sex, can be directed to the Title IX Coordinator at: TitleIX_Coordinator@baylor.edu; 254-710-8454; or Clifton Robinson Tower, suite 285, and/or the United States Department of Education's Office for Civil Rights at OCR@ed.gov; or 800-421-3481. Reports of sex discrimination can be made at <http://www.baylor.edu/reportit>.

To apply, visit <https://apptrkr.com/6096737>

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