

THE OPPORTUNITY

The City of Fort Worth, Texas is offering an exciting and unique opportunity to an experienced law enforcement executive who seeks to lead the Police Department of the nation's 12th largest city.

ABOUT FORT WORTH

As the nation's 12th largest city and Texas' 4th largest city, with a population of approximately one million residents, Fort Worth is one of the fastest-growing major cities. Fort Worth's growth enables it to offer all the benefits and amenities of a bustling metropolitan community supported by a backdrop of small-town charm. Taken together, these factors keep the city unpretentious yet warmly welcoming and uniquely charismatic. Distinguished as one of the nation's major urban centers, Fort Worth has a rich history in arts and culture; it is also home to great neighborhoods, scenic terrain, and world-class entertainment and enrichment venues. When paired with world-leading opportunities for business, health services and education, Fort Worth is not only an enjoyable place to work, but it is also a fun place to visit and is an even more rewarding place to call home.

THE POLICE DEPARTMENT

The Fort Worth Police Department ranks among the nation's 20th largest police departments with a staff of 1,896 sworn police officers and 574 professional staff members. Consistent with its goal of improving the quality of life for those who live, work, or visit Fort Worth, the Police Department seeks to build upon existing relationships with stakeholders and works to forge new relationships. The Fort Worth Police Department relies on intelligence, data, technology, and proactive work to support its mission of safeguarding lives and property, reducing crime and the fear of crime, and enhancing public safety through community partnerships and trust, while upholding ethical standards and respecting the rights and dignity of all individuals.

The Fort Worth Police Department, a full-service public safety organization, is divided into three bureaus: Patrol, Support and Finance/Personnel, each of which operates under the direction of an assistant police chief. The Police Chief is responsible for providing strategic leadership, direction, and guidance for the Police Department's members. The Police Chief is supported by a senior staff of seven direct reports consisting of three assistant chiefs, two sergeants, a public information officer, and a senior administrative assistant. The Police Department's adopted budget allocation Fiscal Year 2025 is \$454.7 million.

THE POSITION

The Police Chief is a valued member of the City of Fort Worth's executive leadership team. Working under the administrative direction of an Assistant City Manager, the Police Chief is responsible for the planning, organizing, staffing, directing, coordinating, reporting, and budgeting functions directly associated with leading the Police Department and its personnel in carrying out those activities related to the delivery of law enforcement services including patrol, investigations, traffic

enforcement, training and recruitment, and community engagement. Other essential duties of the Police Chief include working effectively to build new and to nurture existing police-community partnerships while actively identifying and implementing mechanisms to involve underrepresented groups and entities; implementing crime prevention programs and crime response strategies which emphasize proactive approaches to reducing crime; ensuring an organizational culture that is compelling, supportive, and characterized by elevated levels of trust and accountability; serving as an active, present, and engaged community leader; and supervising and preparing special studies, comprehensive reports, and staff reports contributing to the overall effectiveness and transparency of the police department's operations.

QUALIFICATIONS

Any combination of equivalent experience and training that would provide the required knowledge, skills, and abilities may qualify. A typical way to obtain the requisite knowledge skills, and abilities would be:

Education:

- Graduation from an accredited university or college with a Bachelor's degree in criminal justice, Public or Business Administration, or a related field. Master's degree is preferred.
- Completion of at least one of the following is desired: FBI National Academy (FBI NA), Senior Management Institute for Police (SMIP), Southern Police Institute, Law Enforcement Management Institute of Texas (LEMIT), or other similar executive development coursework

Experience:

- Eight (8) years of increasingly responsible experience in municipal police work, including four (4) years of supervisory responsibility. All relevant experience must be from a comparably complex or larger size law enforcement agency.

Licenses & Certifications:

- Certification as a peace officer by the Texas Commission on Law Enforcement (TCOLE) is required or must be obtained within six months of employment. Valid certifications must be maintained throughout employment.
- Possession of a valid State of Texas Class C driver's license is required or must be obtained within 90 days of employment.

Additional Requirements:

- The selected candidate must pass all pre-employment screenings, including drug and alcohol screening, medical examination psychological assessment, a background investigation, an FBI criminal background fingerprint check, and other municipal or TCOLE requirements.

SALARY & BENEFITS

The City of Fort Worth is offering an annual salary ranging from **\$225,000 to \$275,000** for this at-will position; final compensation will be commensurate with experience and qualifications.

In addition, the City provides a comprehensive benefits package that includes medical, dental, vision, life, and long-term disability insurance, a pension plan (Fort Worth Employees' Retirement Fund), and a 457 deferred compensation plan.

Partnering with Southwestern Health Resources, the city provides access to three employee health centers exclusive to Fort Worth employees, retirees, and their enrolled dependents.

APPLICATION & SELECTION PROCESS

All qualified candidates are strongly encouraged to submit a compelling letter of interest and comprehensive résumé online **before Wednesday, June 4, 2025**, at:

www.mosaicpublic.com/careers

Confidential inquiries are welcomed to:

Chief Jacqueline “Jackie” Seabrooks (ret.) | Jackie@mosaicpublic.com | (916) 550-4100

Chief Bryan Noblett (ret.) | Bryan@mosaicpublic.com | (916) 550-4100