

Midland Health is seeking an experienced **Chief of Police** to work full time.

Here's what you will do:

As Chief of Police, you will direct the administration of the Midland County Hospital District Police Department to maximize the security and safety of patients, staff, and visitors as well as the security of the Midland Memorial Hospital (MMH) buildings, equipment, grounds and parking facilities.

- Direct operations to implement and enforce guidelines, policies, rules, regulations and laws to maximize the security of patients, visitors and staff, and the security of all MMH owned and operated property.
- Identify and analyze the design of jobs, work processes, work flows, etc., for Security areas. Implements appropriate changes to improve effectiveness, productivity, and efficiency that support the overall goals of the department and MMH.
- Direct administration and enforcement of MMH Security programs and services, while identifying and recommending to senior management, innovative methods for communicating and implementing security measures to create and maintain a secure and safe environment for patients, visitors, and staff.
- Direct and coordinate with other departments in the development, monitoring, implementation, and improvement of MMH general security, fraud and accident investigation procedures to help maintain and promote a secure and safe environment for MMH patients, visitors and staff.
- Develop, monitor, and administer annual budgets to ensure that the department has the necessary funds to carry out established goals and objectives.
- Maintain knowledge of applicable rules, regulations, policies, laws, and guidelines that impact or govern Security areas. Develop, and implement policies, procedures, and guidelines to instill a customer centered focus into employees' work behaviors, and ensure that employees are sensitive to MMH customers and their needs. Develops effective internal controls that promote adherence to applicable state/federal laws, and the program requirements off accreditation agencies and federal, state, and private health plans.
- Act as a consultant and liaison for Security issues, while interacting with local and national organizations to coordinate and develop effective emergency preparedness and collaborative security plans.
- Maintains a positive working relationship with other hospitals, institutions, and agencies to provide cost-effective and efficient security services for MMH.
- Work collaboratively with the MMH Patient Safety Officer, Disaster Preparedness Coordinator and other MMH departments to ensure coordinated policies and plans are developed implemented and enforced for the security, safety, and protection of MMH patients, visitors, staff and property.
- Stay abreast of the latest developments, advancements, and trends in the field of Safety and Security by attending seminars/workshops, participating in professional law enforcement and security organization meetings, and reading professional journals.
- Integrates this knowledge as appropriate in the job.

- Manage the development, promotion and delivery of internal and external seminars on security issues such as crime prevention to increase understanding and involvement in security programs.
- Serve on internal and external committees as needed to facilitate the advancement of security and safety programs and issues, consistent with MMH goals and objectives

Knowledge and what you will bring:

- Must have a Bachelor's and/or Master's degree in Business Administration, Criminology, Criminal Justice or a related field. An Associate's Degree will be accepted with the requirement to obtain a Bachelor's degree within 24 months of employment at MMH.
- Must have 10 years of sworn police experience, to include at least three years of progressively responsible experience in executive/command level law enforcement at the Commander level or higher, preferably within a hospital setting.
- Must meet and maintain eligibility standards for licensing as a Texas Peace Officer.
- Must meet and maintain "Initial Training and Continuing Education for Police Chiefs" as prescribed by Texas Commission on Law Enforcement Officer Standards & Education (TCLEOSE).
- Must have a valid Texas Class C Driver License.

If this sounds like the role for you and you're ready to join an amazing team, please apply right away. <https://www.midlandhealth.org/careers/home>