



Chief of Police

The City of San Antonio seeks an accomplished police executive with a proven record of building trust across the department, and the community—a decisive leader who champions their officers’ professional development and well-being while delivering responsive and fair public safety services their community deserves.

This is an opportunity to lead one of the nation’s largest municipal police departments in the seventh-largest city in the United States. San Antonio has a rich cultural heritage, strong civic pride, diverse neighborhoods, and a deep military presence. But as its national profile grows and evolves, the city’s character is preserved in close connections among its communities. The next Chief of Police will guide the San Antonio Police Department through an important leadership transition, stepping into a role that demands authority and credibility as well as a compassionate, personal touch. That is the leadership style that both San Antonio’s residents and the police department’s employees have clearly and consistently called for.



ABOUT SAN ANTONIO

San Antonio is one of the country's most distinctive major cities. Home to more than 1.5 million people, the city combines the scale of a major metropolitan area with a strong sense of community that has the feel of a much smaller town. Stakeholders across every sector describe it as a relationship-driven, cultural city with a deeply rooted local identity.

Known for its rich Hispanic heritage, historic neighborhoods, hospitality industry, and strong military and health care presence, San Antonio is experiencing significant growth and investment across the region. The city is also home to the five-time NBA champion San Antonio Spurs and features nationally recognized cultural destinations, along with major redevelopment initiatives that will shape downtown for decades to come.



San Antonio operates under a council-manager form of government. The City Council is comprised of 11 elected officials—10 members are elected by their districts, and the Mayor is elected at large. The City Manager oversees the daily operations and programs of the City and appoints the executives who lead the City's departments. The Police Chief reports to the City Manager. The City of San Antonio continues to have excellent general obligation bond ratings and has the highest among the top 10 cities by population. The City has maintained a "AAA" general obligation bond rating from Standard & Poor's and Moody's Ratings for 16 years. The City also has a "AA+" general obligation bond rating from Fitch Ratings since 2018. Its FY2026 adopted budget is \$4.06 billion, which supports nearly 14,000 employees across 40 departments.





ABOUT THE SAN ANTONIO POLICE DEPARTMENT

The San Antonio Police Department (SAPD) is one of the largest municipal police agencies in Texas, serving a diverse urban environment across one of the nation's fastest-growing cities. The department includes approximately 4,000 total authorized positions, including over 2,900 sworn positions, who provide comprehensive services across residential neighborhoods, business districts, entertainment corridors, tourism areas, major events, and critical infrastructure throughout the city.

The SAPD prepares for the new Chief's tenure in a position of institutional strength. Under the current leadership, the department built an officer wellness program that other police leaders around the country now praise both for its importance to department operations and its transformation of departmental culture. The SAPD also fields respected, specialized units and a corps of officers deeply committed to the city they serve. Those achievements give the next Chief a solid base from which to lead. As the department looks ahead, opportunities exist to deepen organizational trust, expand transparent communication, advance leadership development at every rank, and sustain the community engagement that San Antonio's neighborhoods expect and deserve.

The next Chief will inherit both a strong foundation and a clear mandate: Stabilize and strengthen the department from within while deepening the external relationships that make San Antonio's public safety model work.





THE OPPORTUNITY

The next Chief of Police will lead a highly visible organization during a period of dramatic growth. This is a rare opportunity to engage with a major police department's internal culture as well as to develop its relationship with a vibrant, involved community.

The successful candidate will have the opportunity to do the following:

- Strengthen organizational trust, morale, and internal communication across all ranks.
- Prioritize officer mental and emotional wellness, sustaining and expanding programs that have already begun to have positive effects.
- Implement meaningful leadership development initiatives:
 - Create solid career pathways.
 - Oversee transparent promotion processes.
 - Reinforce strong first-line supervision.
- Promote a culture of accountability that is fair, consistent, and transparent.
- Deepen community trust through sustained, authentic engagement, especially with historically underserved populations including immigrant communities, LGBTQ+ residents, people experiencing homelessness, and individuals with disabilities.
- Strengthen cooperation with nonprofit, health care, government, military, and civic partners to address the circumstances that can lead to criminal behaviors and expand prevention and diversion strategies.
- Advance modern, data-informed policing strategies while embracing emerging technologies and national best practices.
- Navigate San Antonio's complex political and media environment with confidence, transparency, and proactive public communication.
- Address staffing, retention, and succession challenges.



THE IDEAL CANDIDATE

San Antonio is seeking a Chief who leads with both credibility and compassion. Stakeholders across the department and community were clear and consistent: The next Chief must be visible, approachable, relational, and present—not only at police headquarters but in the field, in communities, and at the table with partners across the city.

The successful candidate will be collaborative and experienced in leading a large, complex metropolitan police department through organizational transition.

The next Chief must be someone who explains the rationale behind decisions; listens before acting; and leads with humility, fairness, and consistency. San Antonio is a city that will embrace leaders who invest genuinely in understanding its culture.

Key leadership qualities the City is seeking include the following:

- Emotional intelligence, humility, and the ability to connect across diverse audiences and backgrounds.
- Visible, approachable leadership style.
- Presence in the field, at roll calls, in communities, and across sectors.
- Cultural fluency and genuine understanding of San Antonio's identity and history.
- Commitment to transparent, two-way communication with employees and the public.
- Ability to balance officer support and accountability with consistency, fairness, and evidence-based decision-making.
- Trauma-informed perspective and understanding of crime prevention, behavioral health, and vulnerable population needs.
- Political sophistication and strong media and public communication skills.
- Collaborative approach to cross-agency and cross-sector partnership.
- Strategic vision for leadership development, succession planning, and organizational culture.

QUALIFICATIONS AND EXPERIENCE

Candidates should possess at least 10 years of professional experience in municipal police work and at least 5 years of command-level, administrative or supervisory experience in a municipal, county, state, or comparable public safety organization. Experience leading in a large metropolitan environment is strongly preferred.

The successful candidate should demonstrate the following:

- Executive leadership experience in a complex policing environment.
- Strong operational and administrative leadership skills, including experience managing large organizations, budgets, and personnel.
- Proven track record of building organizational trust and operational excellence.
- Demonstrated commitment to officer wellness, professional development, and leadership pipeline development.
- Experience building collaborative relationships across diverse communities, government partners, nonprofits, and advocacy organizations.
- Knowledge of contemporary evidence-based policing practices, prevention strategies, and public safety trends.
- Strong written, verbal, and public communication skills, including the ability to engage media and navigate politically complex environments.
- Commitment to ethical leadership, fair and consistent accountability, and transparency.

Spanish language skills or demonstrated cultural competency in multicultural environments is preferred.

A bachelor's degree from an accredited college or university is required. An advanced degree or executive leadership training (such as the Senior Management Institute for Police, FBI National Academy, or equivalent) is preferred.



WHY SAN ANTONIO

A city that invests in its leaders

The City of San Antonio supports its executive leadership with strong institutional resources; a collaborative City Manager's Office; an engaged City Council; and a community of nonprofit, business, health care, military, and civic partners invested in the safety of their city. The next Chief will not lead alone; they will lead within a network of organizations and individuals committed to building a stronger San Antonio.

A community that wants to engage

Across listening sessions, stakeholders from every corner of the city—residents, officers, nonprofits, faith leaders, business owners, advocates, and government partners—showed up and spoke honestly about what they need. That level of civic engagement is itself a signal: San Antonio is a city that cares. The next Chief of Police will step into a community that is actively invested. The doors are open.

San Antonio is a place where relationships matter, where leaders are expected to show up, and where the right leader will find a community ready to meet them.



COMPENSATION AND BENEFITS

Salary is commensurate with qualifications and experience. The City of San Antonio offers a competitive executive compensation and benefits package.

APPLICATION PROCESS

The City of San Antonio has retained the Police Executive Research Forum to conduct this national search.

Interested candidates should submit a comprehensive résumé and cover letter outlining their qualifications and interest in the position, along with five professional references to SanAntonioPC@policeforum.org by July 15, 2026.

Questions about the process may be directed to:

Antoinette Tull: antoinette@hurtellllc.com, 804-640-0323

Rebecca Neuburger: rcneuburger@gmail.com, 202-997-6287

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