

Chief of Police, Tarrant County College (TX)

Title: Chief of Police

Department: Tarrant County College Police Department (TX)

Campus Location: Trinity River Campus

Employee Classification: APT - Administrative

Position Type: FT - Regular

Grant Funded: No

Compensation Details: Starting Pay - \$ 114,514

Commensurate with education and experience

Work Hours: Monday - Friday 8:00am – 5:00pm. Flexibility is required, as occasional evening and weekend hours may be necessary based on department needs

Remote Eligible: This position is not eligible for remote work

Job Summary:

Reporting to the General Counsel, the Chief of Police is responsible for leading the Police Department in alignment with Tarrant County College's Mission and Vision—advancing accessible, high-quality educational experiences and the College's leadership in academic excellence, student success, and economic impact—while modeling the College Values (Commitment to Excellence; Connection for Belonging; Opportunity in Engagement; Transformation with Innovation; Trust through Integrity). This position provides executive leadership, strategic direction, and administrative oversight for the Tarrant County College District (TCCD) Police Department. The Chief of Police is responsible for ensuring that law enforcement services are delivered in a manner that promotes campus safety, compliance with the law and College policy, and community trust. This position directs departmental culture change, strengthens accountability, and ensures consistent policy enforcement across all campuses.

The Chief of Police serves as the College's senior official for campus safety compliance, ensuring Jeanne Clery Act requirements (Annual Security Report, timely warnings, emergency notifications) are met in coordination with applicable College offices, and collaborates with Title IX administrators and Student Affairs. During critical incidents, the Chief coordinates with the on-scene Incident Commander and the Emergency

Management Team, and is available and present in the EOC to brief administrative leadership and coordinate resources from local, state, and federal agencies (e.g., local law enforcement, fire, FBI, etc.).

Primary Duties and Responsibilities:

Essential Performance Requirements*

Directs district-wide police services across all TCCD campuses and centers, including patrol, investigations, communications/dispatch, parking/traffic oversight, security technology/systems integrations, and coordination with internal and external security resource

Develops and implements short- and long-range strategic plans, policies, and procedures in alignment with the College's goals, Board policy, and the College's Mission, Vision, and Values

Leads departmental culture change initiatives to promote professionalism, transparency, accountability, and collaboration at all ranks

Establishes and uses a data-driven staffing model (e.g., square footage, enrollment, incident patterns) and safety analytics (crime trends, service levels) to optimize deployment and inform resource requests

Reassigns non-policing functions (e.g., reporting, victim advocacy, recruiting) to appropriate civilian roles to maximize sworn officer availability for core policing functions

Oversees recruitment strategy, onboarding, and retention programs for sworn and non-sworn personnel

Provides executive-level budget management, ensuring fiscal responsibility and effective allocation of resources

Ensures consistent enforcement of laws, ordinances, and College policies, regardless of position or affiliation of the individual involved

Chairs an annual review of General Orders for alignment to Board Policy and law; oversees the Body-Worn Camera program and related evidence-management practices

Establishes and enforces standardized investigative protocols, including checklist-based processes for internal and employee-related investigations

Requires post-incident "lessons learned" reviews following critical events

Promotes open communication between command staff, supervisors, and officers, ensuring captains and other leaders are included in operational decision-making

Coordinates law enforcement activities with other College departments and with municipal, county, state, and federal agencies

Represents the department and the College at public events, interagency meetings, and professional organizations

Evaluates and communicates the department's compensation and benefits relative to comparable higher education police agencies, reinforcing the College's competitive position and explaining differences from municipal/county policing

Owns a formal training calendar with defined frequency (e.g., lockdowns, active-threat response, first responder, de-escalation) and verifies completion and effectiveness

Implements onboarding and ongoing training modules to reinforce the department's role in enforcing both the law and College policy

Ensures that leadership and supervisory personnel receive formal leadership development training

Designs and implements community policing strategies to foster positive relationships with students, employees, and visitors

Engages with community stakeholders to identify safety concerns and enhance trust in the department

Maintains MOUs/mutual-aid with municipal, county, and state agencies; ensures coordinated response protocols and joint training

Maintains a 24/7 on-call posture for significant events; ensures after-hours command coverage and rapid response protocols

General Supervision and Management

Direct supervision of Assistant Chiefs, Commanders, and other assigned personnel;
Indirect supervision of all departmental staff

Responsible for the recruitment, evaluation, management, professional development, and termination of all department staff

Directs the implementation of the department's budget, including supervising and coordinating the preparation and presentation annually

Oversees and manages the department budget and manages department expenditures, including for equipment replacement

Service Excellence

Participates on behalf of the College in external community organizations and associations as assigned to support the essential performance requirements

Attends the workplace regularly, reports to work punctually, and follows and communicates a work schedule to keep up with the demands of the worksite

Completes all required training and professional development sessions sponsored through Tarrant County College District (TCCD) and/or any regulatory body

Lives and models the College Values: Commitment to Excellence; Connection for Belonging; Opportunity in Engagement; Transformation with Innovation; and Trust through Integrity

Supports the mission, values, goals, and principles of the College

Supervision

Reports to the General Counsel (Chancellor's designee) or other designate of the Chancellor

*Performs Other Related Tasks as Required

The duties listed are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position. The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Required Minimum Qualifications:

At least 21 years old

United States citizen or per 88th leg., R.S., Ch. 1049 (S.B. 252) Sec. 3, a Legal Permanent Resident of the United States who:

a. Is an honorably discharged veteran of the armed forces of the United States with at least 2 two years of service before before discharge; and

b. Presents evidence satisfactory to the commission (TCOLE) that the person has applied for United States citizenship

Bachelor's degree

Ten (10) years' working experience related to the Essential Performance Requirements

Five (5) years' experience supervising as Lieutenant/Captain or above (e.g., managing, evaluating the performance of others)

Master Peace Officer Proficiency Certification from the Texas Commission on Law Enforcement (TCOLE).

Completed command level training (e.g., FBI National Academy, the Law Enforcement Management Institute of Texas (LEMIT) Leadership Command College (LCC), the Institute for Law Enforcement Administration (ILEA) School of Executive Leadership)

Completion of or ability to obtain Incident Command System (ICS)/ National Incident Management System (NIMS) command-level certifications within a defined period

Valid Texas Driver's License

Employment is contingent upon a candidate's successful criminal background investigation results that provide no evidence of

a. Felony convictions

b. Class B misdemeanor convictions or court-ordered community supervision or probation for any criminal offences above the grade of class B within the last ten (10) years

c. Convictions, probations, or deferred dispositions for family violence

d. DWI/DUI convictions within the last ten (10) years

Preferred Qualifications:

Master's degree in Criminal Justice, Public Administration, Business, or related field

At least one (1) year's working experience leading a law enforcement agency in a higher education setting

At least one (1) year's working experience implementing organizational change, policy reform, and cultural transformation in a law enforcement environment

Knowledge, Skills and Abilities:

Knowledge of modern law enforcement principles, procedures, techniques, equipment, applicable laws, ordinances, and department rules and regulations

Skilled in excellence customer service and interpersonal relationships

Skilled in the operation of all equipment utilized by the Police Department and necessary to perform assigned tasks

Skilled in using computer applications and enterprise systems, including the Microsoft Office suite

Skilled in successfully leading in a team-centered environment, while delegating work appropriately to meet College and campus deliverables

Ability to work effectively in a collaborative environment

Ability to think critically to effectively solve and communicate problems in a fast-paced environment where the demands for work are varied and unpredictable in scope and volume

Ability to assess situations and provide sound recommendations based on policy, procedure, practice, and existing regulations while exhibiting a strong attention to detail and organization

Ability to maintain a high level of diplomacy and tact, ensuring confidentiality and discretion

Ability to meet the Police Department's psychological and physical standards

Physical Demands and Work Environment:**Physical Demands**

The physical demands described here are representatives of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is frequently required to sit; use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; and talk or hear. The employee is occasionally required to stand, walk, and climb or balance. The employee must occasionally lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

Work Environment

The work environment characteristics described here are representatives of those an employee encounters while performing the essential functions of this job. While performing the duties of this job, the employee occasionally works near moving mechanical parts and is occasionally exposed to risk of electrical shock. The noise level in the work environment is usually quiet.

Accommodation/EEO Statement:

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties and responsibilities.

To apply, visit <https://apptrkr.com/6494523>