

EXCITING OPPORTUNITIES

IT'S A THING  AROUND HERE.

CHIEF OF POLICE

ABOUT CAPITAL METRO

Capital Metro is Central Texas' regional public transportation provider, based in Austin, Texas – the fastest growing metropolitan area in the country. Since 1985, we've been connecting people, jobs and communities by providing high-quality and sustainable transportation choices. Join us in building the most advanced transit system in North America!

ABOUT AUSTIN

Austin is frequently on Best of lists among cities, like best city for jobs (Forbes), second best investment market in the U.S. (Realtor.com), and one of the best places to retire (CBS Moneywatch). The city is home to development centers for many technology corporations; it adopted the "Silicon Hills" nickname in the 1990s. Austin is surrounded by lakes and rolling hills with amazing views, and a bustling downtown community at its core. Austin has an infectious energy and prides itself on being forward thinking and progressive, welcoming diversity and creativity without losing its unique character.

Capital Metro's vision is to be a driving force for quality of life in our community. Join us as we strive to live that vision daily in the great city of Austin, Texas, the live music capital of the world!

THE POSITION

As Austin continues to grow, and our service expands, Capital Metro is responding by implementing an enhanced safety and security model that includes standing up our own police department. Capital Metro is seeking a community-oriented and collaborative Chief of Police with a can-do attitude to oversee the department and implement its community policing model by engaging with the community and riders we serve.

The Chief of Police is responsible for the protection of all Capital Metro facilities, assets, personnel and customers throughout the service area, including rail stations, bus stops, park and rides, administrative offices and operating facilities. The Chief of Police confers with citizens and organizations on law enforcement complaints and concerns; confers with civic and business groups on police and management policies relating to Department philosophy; assists in the development of innovative transit law enforcement policies; interacts with people of different social, economic and ethnic backgrounds; and develops and maintains positive public relations for Capital Metro's law enforcement activities. The Chief of Police ensures that the vision, mission and principles of the Police Department are met and is responsible for the development, management and administration of systems necessary to safeguard assets of the agency and ensure the security of the riding public. The Chief of Police reports to and advises the Executive Vice President, Systemwide Accessibility & Chief Safety Officer on matters relevant to the development of police requirements in support of the regional transportation system.

WHO WE'RE LOOKING FOR

The Chief of Police will have the unique opportunity of building a police department and team of public safety professionals in service to Capital Metro's transit community. The Chief of Police must possess strong interpersonal skills that will help to further develop and maintain positive, trusting relationships with the community and customers Capital Metro serves. They will have strong communication skills; be a strong advocate for fair, consistent and equitable treatment of customers and community members; and display integrity and commitment to the community. The successful candidate will be community oriented, outgoing, involved and an approachable change agent, demonstrating strong morals and honesty to further develop, and maintain positive, trusting relationships with the community and customers we serve.



MINIMUM REQUIREMENTS

- Bachelor's degree in law enforcement, public safety or a related field.
- Ten years of applied law enforcement/public safety experience, including seven years of senior command responsibility (Lieutenant or above), or equivalent combination of education and experience. In lieu of degree, year-for-year of directly related experience may be substituted.
- Experience working within a state certified or nationally accredited or recognized police department/agency.
- Executive management level responsibility with extensive experience in working closely with senior leadership executives of a non-sworn capacity.

OTHER REQUIREMENTS

- Must have demonstrated experience in the management of homeland security, community outreach, budgeting and crime prevention, and working knowledge of grants management.
- Must be certified or meet the Texas Commission of Law Enforcement requirements for certification and licensure. Advanced certification by the Texas Commission on Law Enforcement Officer Standards and Education required.
- Must pass a Criminal Justice Information Systems (CJIS) fingerprint-based background check and maintain CJIS eligibility.
- Due to CJIS requirements related to system access, the following will result in being disqualified for this position: Felony Convictions, Felony Deferred Adjudication, Class A & B Misdemeanor Deferred Adjudication, Class B Misdemeanor Convictions, an Open Arrest for Any Criminal Offense (Felony or Misdemeanor), and Family Violence Convictions. In addition, must never have been on court-ordered community supervision or probation for any criminal offense above Class B misdemeanor or a Class B misdemeanor within the last 10 years from the date of the court order (TAC Rule 217.1).
- Must possess a valid Class 'C' Texas Driver License or be able to obtain it within 30 days of residency.
- Cannot be prohibited by state or federal law from operating a motor vehicle or possessing firearms or ammunition.
- Must meet the medical and psychological requirements for peace officer licensing by TCOLE.
- Must meet requirements of Peace Officer of Texas Certificate issued by the state of Texas within 120 days or the first available exam date or academy.
- Must establish residency within the Capital Metro service area, following the offer of employment with Capital Metro.
- Must work in a safe manner and constant degree of alertness.

BENEFITS

Capital Metro offers a comprehensive total rewards package for employees designed to meet the needs of those just starting their careers, as well as those who are working their last years before retirement, including:

- Medical, Dental, Vision, Life Insurance
- Short Term and Long Term Disability
- 401(k)
- Defined Benefit Pension Plan
- Vacation and Sick Leave
- Tuition Reimbursement
- Wellness Program
- Child Care and Learning Center
- Employee Assistance Program
- Free and Reduced Cost Transportation

**For questions, contact
our recruiting office
at 512-369-6274.**

