

# Chief of Police

Capital Metro is Central Texas' regional public transportation provider, based in Austin, Texas – the fastest growing metropolitan city in the country! Since 1985, we've been connecting people, jobs, and communities by providing high-quality and sustainable transportation choices. 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!

## WHO WE'RE LOOKING FOR

CapMetro 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. If you are an approachable change agent, with the ability to further develop, and maintain positive, trusting relationships with the community and customers we serve...CapMetro's Chief of Police may be the career move for you!

The Chief of Police is responsible for the protection of all CapMetro 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 ensures that the vision, mission, and principles of the Police Department are met. The Chief of Police is responsible for the development, management, and administration of systems necessary to safeguard assets of the Authority and ensure the security of the riding public; develops and maintains positive public relations for CapMetro's law enforcement activities; and 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.

## WHAT YOU BRING

- Bachelor's degree in law enforcement, public safety, or a related field.

- Fifteen (15) years of applied law enforcement/public safety experience, including ten (10) 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 in security programs in a transit environment is desired.
- Preference given to candidates with a master's degree, FBI National Academy graduate.
- Direct, senior command-level leadership responsibility experience in strategy, deployment and execution of law enforcement initiatives and campaigns.
- Extensive 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.
- Transit Safety and Security Program (TSSP) Certification – Transportation Safety Institute is desired.
- 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 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 CapMetro service area, 90 days following the offer of employment with CapMetro.
- Must work in a safe manner and constant degree of alertness.

### **Knowledge, Skills and Abilities:**

- Demonstrated ability to engage with community stakeholders on public safety matters and concerns.
- Demonstrated ability to communicate well, both written and orally.
- Must possess exceptional problem-solving abilities.
- Must have a working knowledge of National Incident Management Systems (NIMS) and Incident Command System (ICS).
- Demonstrate leadership qualities in highly stressful situations; make decisions quickly and decisively, often with limited information.
- Excellent organization abilities, analytical skills and communication skills including the ability to effectively communicate technical information to a non-technical audience.
- Must be able to maintain good work attendance and flexibility in work schedule which may include nights, weekends, special events and inclement weather events.
- Must support and comply with CapMetro's EEO Program and Diversity, Equity, and Inclusion Program.
- Ability to respond rapidly and effectively in emergencies. Serves as the primary provider of information directly to the Executive Vice President of Systemwide Accessibility & Chief Safety Officer during emergency and high-threat related conditions.
- Ability to understand and apply Federal, State, and local policies, procedures, laws, and regulations.
- Ability to demonstrate a fiduciary obligation to the department and the organization, in handling materials and information of a confidential nature.

- Adept at public speaking in open forums and developing community outreach initiatives with the ability to listen and respond with empathy.
- Must meet the medical and psychological requirements for peace officer licensing by TCOLE.

## **WHAT YOU SHOULD KNOW**

CapMetro is an equal employment opportunity employer and committed to creating a welcoming environment for all employees. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, pregnancy, age, or any other protected characteristic as outlined by federal, state, or local laws. CapMetro makes hiring decisions based solely on qualifications, merit, and organization needs at the time.

**To apply directly, visit:** [https://fa-eujk-](https://fa-eujk-saasfaprod1.fa.ocs.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_1001/jobs/preview/643/?_gl=1*1skdi5q*_gcl_au*MjEzMzE4Nzg0NS4xNzUwMTg3ODA1*_ga*MTMxNzg1NjU4NS4xNjk2MzU5ODk2*_ga_C5W8VXSFDc*czE3NTA2ODcxNjUkbzExOSRnMSR0MTc1MDY4NzE2OSRqNTYkbDAkaDA)

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