



## **Public Safety Director / Future Chief of Police**

**Type:** Full-Time, Executive Leadership

**Location:** Starbase, Texas

The City of Starbase, Texas, is conducting a nationwide search for a dynamic, high-caliber law enforcement executive to serve as its Public Safety Director and future Chief of Police. This is a groundbreaking opportunity to build and lead a modern police department in one of America's most strategically important and rapidly evolving communities — home to the world's leading commercial spaceport and critical national infrastructure.

Starbase demands a leader who can seamlessly move between two worlds: sitting down for coffee with residents to build genuine community trust, while sitting at the table with federal, state, local and industry leaders to tactically plan for complex threats, major launches, and national security imperatives. If you thrive in a fast-paced, startup-like environment where decisions have immediate, high-stakes impact, this is your opportunity to shape the future of policing at the frontier of human spaceflight.

### **The Opportunity**

Starbase is not a typical city. It is a high-visibility, high-consequence environment where commercial space operations, advanced aerospace manufacturing, critical infrastructure protection, and a growing residential community intersect daily. The next Public Safety Director/Chief will establish a new police department (authorized 2026) from the ground up — recruiting, training, equipping, and accrediting a professional force capable of delivering world-class community-oriented policing while simultaneously safeguarding assets of national strategic importance.

You will lead a department that must be agile enough to support orbital launches and major public events one day and responsive to neighborhood concerns the next — all while operating in a geographically isolated, rapidly expanding coastal community that is both a pioneering frontier and a potential high-value target.

## **The Community**

Located on the Texas Gulf Coast, Starbase is a tight-knit but fast-growing municipality. Residents value innovation, exploration, and a strong sense of community. They expect a Chief who is accessible, transparent, and personally engaged — someone who understands that effective policing starts with relationships.

## **City Government**

The Public Safety Director reports directly to the City Commission on policy and strategy, with day-to-day operational oversight by the City Administrator. This role is a key member of the city's executive leadership team.

## **The Police Department**

The Starbase Police Department is being built from the ground up to meet TCOLE standards and pursue national accreditation (CALEA). Initial staffing is small (~8 sworn + 1 administrative), and will scale with the city. The department's mission blends traditional community policing with specialized capabilities in critical infrastructure protection, spaceport security, emergency management, advanced technology integration, and regional/federal coordination.

## **The Position**

As Public Safety Director and future Chief of Police, you will be the City's senior law enforcement executive.

## **You will provide visionary yet hands-on leadership in:**

- Building and professionalizing a new department from inception
- Recruiting, developing, and retaining exceptional talent aligned with 21st-century policing standards
- Protecting critical aerospace infrastructure and high-value national assets
- Leading major incident command, launch support operations, and large-scale event security
- Fostering deep community trust and engagement in a unique, mission-driven population
- Integrating cutting-edge technology, intelligence, and analytics into operations
- Coordinating seamlessly with federal partners (FBI, DHS, etc.), state agencies, and regional law enforcement

This is not a traditional “manage the status quo” chief position. It is a builder’s role in a high-speed environment where you will personally help shape policy, operations, culture, and standards.

**Challenges & Priorities:**

- Establish a professional, accredited police department capable of rapid scaling
- Balance community policing with sophisticated critical infrastructure and spaceport security
- Operate at the speed of Starbase — fast, innovative, and decisive
- Navigate the complexities of a border-adjacent, high-profile, nationally significant jurisdiction
- Build and maintain trust with residents, SpaceX workforce, and external stakeholders
- Prepare for and respond to unique threats in a dynamic aerospace environment

**The Ideal Candidate**

We seek a forward-thinking, ethical, and resilient leader with proven executive experience in complex, high-visibility environments. You must be equally comfortable having coffee with residents as you are briefing federal officials or directing tactical operations. You are a relationship-builder who also understands national security imperatives.

**Preferred Background:**

- Leading from the front with physical fitness and tactical proficiency
- FBI National Academy graduate (strongly preferred)
- Leadership experience through LEMIT or equivalent executive law enforcement programs
- Demonstrated success with CALEA accreditation and TPCA best practices
- Command-level experience (10+ years preferred) in organizations that balanced community policing with specialized security missions
- Experience building or significantly transforming a law enforcement agency
- Bachelor’s degree in criminal justice, public administration, or related field (Master’s preferred)

- TCOLE certification (or ability to obtain promptly)
- Valid Texas driver's license (or ability to obtain)

**Personal Attributes:**

- Unquestioned integrity and ethical leadership
- Exceptional communication and interpersonal skills
- Ability to thrive in ambiguity and rapid change
- Strategic thinker who is also willing to be hands-on in a startup environment
- Commitment to constitutional policing, transparency, and community partnership

**Compensation & Benefits:**

The anticipated salary range for this position is \$150,000 to \$175,000, depending on qualifications and experience. Starbase offers a highly competitive executive compensation package that includes comprehensive health coverage, TMRS retirement, professional development support, and relocation assistance.

Additional benefits include access to world-class educational opportunities for the family at SpaceX's private educational institution, Ad Astra, and the opportunity to live onsite in a unique, amenity-rich community of fellow high achievers.

**Application Process:**

To apply, please submit a cover letter, detailed resume/CV using the link below.

<https://forms.clickup.com/9017715593/f/8cqyuw9-3577/P882EL5GQ7NFGTY4FM>

The selection process will include confidential review, panel interviews, thorough background investigation, psychological evaluation, and final appointment by the City Commission.