



CHIEF OF POLICE
CITY OF AUSTIN, TEXAS

Recruitment Services Provided By



A group of five female police officers from the Austin Police Department are standing in a line outdoors. They are wearing dark blue uniforms with patches and duty belts. The officer on the far right is wearing a blue and black uniform. They are all smiling and looking towards the camera. The background shows a blurred city street with buildings and a fence in the foreground.

An Extraordinary Career Opportunity

The energy and momentum of Austin is unmistakable. As the next Chief of Police, embrace the opportunity to lead policing in one of the nation's most vibrant cities and be a part of Austin's future!

About Austin

People in Austin enjoy the wide variety of what the city offers, including restaurants, museums, and nature trails, attending University of Texas Football tailgating parties and games, browsing local shopping meccas and vintage shops, and cheering on the Austin FC at the Q2 Stadium.

By any traditional measure, Austin is thriving. Fueled by an influx of people and businesses, Greater Austin is one of the country's fastest-growing regions. Austin is currently the 10th largest city in the U.S. and is projected to be the 3rd largest metro in the U.S. by 2100.

U.S. News & World Report releases a series of lists each year, including the highly respected 150 Best Places to Live. They consider many factors to determine the best, including quality of life, the local job market, value for money, and the place's desirability. Austin is ranked #40 in the U.S. and #1 in Texas for 2023-2024 on that list. On additional U.S. News and World Report lists, Austin's University of Texas ranked as the #1 public university in Texas, 9th best public university in the nation and 32nd among private and public universities, and 12 Austin Metro area high schools made the Best High Schools list. The highest ranked in Austin is #32, AISD's Liberal Arts and Science Academy.

Austin is ranked #2 in the hottest job market by the Wall Street Journal for 2023 and #6 in Money Geeks' 2023 Top Cities for U.S. Job Seekers. In support of the LGBTQ people who live and work in Austin, in 2023, the City of Austin scored 100 points out of 100 on the Municipal Equality Index from the Human Rights Campaign. Additional awards include #2 Best Cities for Veterans to Live by WalletHub 2023; Overall Rank of #2 in the Top 10 Metro Areas for STEM Professionals by WalletHub (Released in January 2023).





About Austin

Austin attracts many visitors with its live music events. It's one of the top things to do in Austin, though there's music to enjoy throughout the year – not only during the South by Southwest and Austin City Limits festivals. As the “live music capital of the world,” Austin serenades the community with live music in the airport terminal, on the downtown streets, and at about 200 venues. Museums in town include The Contemporary Austin, the Blanton Museum of Art, and the Mexic-Arte Museum. Austin offers many community centers, gardens, parks, libraries, churches, synagogues, temples, and other houses of worship and contemplation.



Emerging as a player on the international scene, Austin is well known for its diverse events such as the Austin Marathon, Rodeo Austin, Austin Urban Music Festival, Blues on the Green, Austin Pride Festival, Austin Trail of Lights, SXSW, Austin City Limits, and Formula 1. The city is home to notable employers such as the State of Texas, Apple, the University of Texas, Samsung, Austin Semiconductor, Dell Technologies, Oracle, Meta, IBM, Tesla, Google, Applied Materials, St. David's Medical Center, Indeed, Emerson, and Ascension Seton Health.



Located at the edge of the Texas Hill Country -- rolling terrain of limestone bluffs, springs, rivers, and lakes -- Austin's climate is ideal for year-round jogging, cycling, hiking on the city's many trails, or swimming at Barton Springs or one of the area's many other swimming holes. There are several excellent golf courses in the area, as well as opportunities for rowing, kayaking, canoeing, camping, rock climbing, disc golf, mountain biking, fishing, and more. Austin has something for everyone.

Austin City Government

The City of Austin is a progressive, full-service municipal organization operating under the Council-Manager form of government. Austin's mayor is elected from the city at large, and ten council members are elected from single-member districts. Terms of the mayor and council members are four years, and terms are staggered so that a general election is held every two years, with half the council being elected at each election. Term limits for the mayor and council members provide for two consecutive four-year terms. The City Council is responsible for appointing the City Manager, who is the Chief Administrative and Executive Officer of the City, City Clerk, City Auditor, Municipal Court Judges, and the Municipal Court Clerk.

To learn more about the dynamic City of Austin, visit austintexas.gov.





The Austin Police Department

The Austin Police Department (APD) serves the residents of Austin through neighborhood-based patrol, investigating crimes, providing traffic control, and answering emergency and non-emergency calls. APD is committed to the use of best practices to reduce crime, enhance citizen safety, manage traffic safety, and provide professionally trained staff. The Austin Police Department continues to keep Austin one of the safest large cities in the nation with a violent crime rate among the lowest for peer cities. APD provides its services through 1,812 authorized sworn officers, 528 professional staff, and has a FY 2024 budget of \$478 million.

APD is dedicated to ensuring that enforcement practices and justice processes are accountable, fair, equitable, impartial, and transparent in a variety of ways. Officers assigned to patrol and field operations respond to calls for service, provide traffic control, and assist residents in solving neighborhood problems to enhance their quality of life. The Department responds to more than 900,000 incident calls on average every year. Patrol officers are dispatched to over 290,000 of these calls and work an additional 72,500 self-initiated calls. In addition, APD has specialized units committed to keeping Austin safe, including Gang Suppression, Child Abuse, Financial Crimes, High Tech Crime, Homicide, Special Events, Training and Recruiting. The department also has civilian support units including Victim Services and 9-1-1 Communications, as well as units that provide community outreach.

\$478M
Operating Budget

2,340
Employees

The Position

Reporting to an Assistant City Manager, the Chief of Police is accountable for the day-to-day operations of the Austin Police Department, including management of operational and administrative controls, policies, and procedures. The Chief of Police's executive leadership team includes a Chief of Staff and five Assistant Chiefs of Police.





Ideal Candidate

The ideal candidate for the position of Chief of Police will possess certain traits and experiences that will lead to success:

- The most competitive candidate will have direct experience as a police chief in a large, urban city with issues that are similarly complex to those in Austin.
- The ability to work effectively and forge relationships in the many diverse communities in Austin is essential. The next Chief should have a sound understanding of the history of institutional racism in policing and work to continue to provide public safety services in an equitable manner. The Chief should be a vocal proponent for diversity, equity, and inclusion and should continually work to make the Austin Police Department, top to bottom, representative of the community that it serves.
- Top candidates will have experience working effectively to build strong and healthy labor-management relationships.
- The ability to balance competing interests and priorities will be essential to success. The Chief of Police will need to be a strong and sincere communicator and a collaborator with the ability to bring people together.
- A successful Chief of Police in Austin will take advantage of the City's innovative and progressive spirit and strive to set APD as the national leader in public safety.

Qualifications

The following are the minimum requirements for the position:

Education: Graduation with a Bachelor's degree in Criminal Justice, Public or Business Administration, or a related field.

Experience: Ten years of progressively responsible work in police administration, with at least five years as a bona fide law enforcement officer.





Salary & Benefits

Austin will offer an extremely competitive salary that is commensurate with the selected candidate's qualifications and experience. The benefits package includes medical, dental and vision coverage, life insurance, compensated leave, short-term disability, and retirement benefits. The City is a member of the Proportionate Retirement Program. Optional benefits include supplemental life insurance, a 457 deferred compensation plan, long-term disability plan, and a legal plan.

Visit [Austin Employee Benefits](#) to learn more about the City's employee benefits.

Application and Selection Process

To be considered for this position, candidates must submit a cover letter and résumé no later than **Monday, June 10, 2024**, at:

www.mosaicpublic.com/careers

Information submitted for consideration may be made available to the public in compliance with the Texas Open Records Act. Interested candidates are encouraged to contact one of the recruiters below before submitting materials.

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Chief Greg Nelson (ret.) | greg@mosaicpublic.com | (916) 550-4100

Chief Bryan Noblett (ret.) | bryan@mosaicpublic.com | (916) 550-4100

The City of Austin is committed to compliance with the Americans with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request. For assistance, please contact 512-974-3210 or Relay Texas 7-1-1.

The City of Austin is an Equal Opportunity Employer.

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