



Position Announcement  
Chief of Police

The City of Harlingen is looking for a Chief of Police with a proven track record and strong credentials in the law enforcement field, with a focus on community-oriented policing.

**DISTINGUISHING FEATURES OF THE CLASS**

The Chief of Police is responsible for directing, planning, and managing all functions and operations of the Police Department in the enforcement of laws and ordinances, the prevention of crime, and protection of life and property. Work involves organizing and directing the activities of the Police Department's major divisions of Investigations, Support Services, Management Services, Patrol, and Operational Support. This role involves supervising subordinate leaders, making decisions related to risk management, and approving budget allocations. Responsible for handling citizen complaints and media inquiries, ensuring timely responses. Directs and oversees the administration of the collective bargaining agreement; maintains liaison with labor representatives; and ensures maintenance of management rights. The Chief of Police reports to and consults with the City Manager in determining plans and policies to be observed in police operations. Except for general administrative direction, the incumbent works independently with performance evaluated on results achieved.

**Education & Experience:**

- Bachelor's degree from four-year college or university; and five (5) years of related experience and/or training; or equivalent combination of education and experience.
- Attendance of the FBI academy preferred.
- Experience with the accreditation process of the Commission on Accreditation for Law Enforcement Agencies (CALEA) is preferred.
- Experience with Texas Police Chief Association Best Practices Recognition Program preferred.
- Experience with Chapter 143 of the Texas Local Government Code.

**Licenses, Certificates & Registrations:**

- TCOLE Advanced Peace Officer License.
- Valid Texas Driver's License.

Interested candidates may apply online at <https://harlingentx.criterionhcm.com/jobs/517/1/#>

The City of Harlingen is an equal opportunity employer