ALAMO COLLEGES DISTRICT

CHIEF OF POLICE

Department of Public Safety

$105,747- $158,620 DOQ

Plus, Excellent Benefits

Assisted by:

KRW Associates, LLC

Apply at:

Alamo Colleges District Job Website

Apply Here

Deadline: November 2, 2019

THE OPPORTUNITY

The Alamo Colleges District, located in San Antonio, Texas, is pleased to announce the opportunity for a contemporary, highly adaptable law enforcement leader to fill the position of Chief of Police for the Department of Public Safety. Candidates must have a demonstrated track record of providing leadership and vision, and a commitment to a proactive, hands-on, participative management style. This individual must have demonstrated success in both community policing and recognized best practices, including how to use data to enhance public safety and reduce crime in a campus environment.

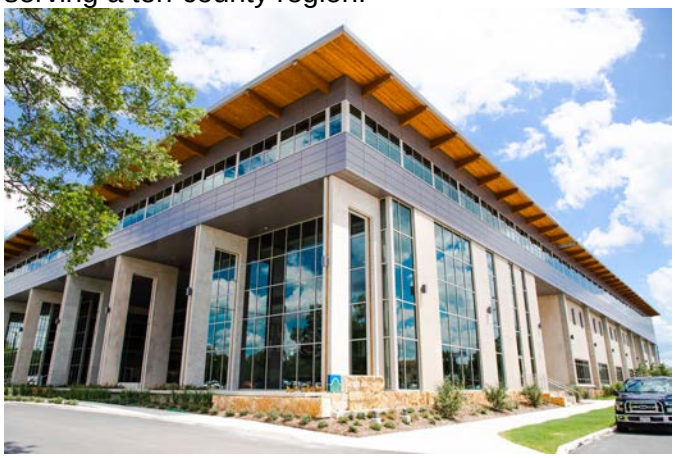
The successful candidate must possess excellent interpersonal, communication and listening skills. The next Chief of Police must have exhibited a commitment to partnering with the community and have an excellent understanding of the unique campus public safety environment. This individual must demonstrate success in working in a diverse urban setting while providing leadership in a professional law enforcement agency engaged in collaborative community partnerships.

SAN ANTONIO

San Antonio is a city rich in history and cultural diversity. The city is the 7th largest in the United States, with a population of 1.6 million. San Antonio is a colorful blend of cultures—Tejano, Mexican, Irish, German and more. As home to one of the largest concentrations of military bases in the United States, San Antonio is known as Military City USA. The city has the largest single installation within the United States Department of Defense, Joint Base San Antonio, which also houses the largest medical center for the DOD. San Antonio has a strong and vibrant economy, supported by consistent commercial and residential growth. This city boasts spectacular parks and green spaces, festive seasonal events, and magnificent dining, entertainment and sporting events. Much of the population is of Hispanic descent and many are Spanish-speaking or bilingual, preserving the historical atmosphere of this fabulous city.

THE ALAMO COLLEGES DISTRICT

The Alamo Colleges District, ACD, serves 90,000+ students across five campuses: Palo Alto College, Northwest Vista College, San Antonio College, St. Philip's College and Northeast Lakeview College. The District has a number of off-campus locations throughout the San Antonio metropolitan area, serving a ten-county region.



As its namesake, Alamo Colleges District has their own inspirational impact on society. From our origin as a community college district in 1945 through decades of change and expansion, we have fought to make higher education accessible and affordable for all. Today, we fulfill this promise with a vast array of courses and 2-year degrees. A recent $450 million capital improvement project has allowed us to create some of the best facilities for teaching and learning in the country.

The Alamo Colleges District is the largest provider of higher education in South Texas. Our credits transfer to four-year universities for those pursuing advanced degrees. And our workforce development programs help individuals build new careers and meet the needs of businesses. The District is representative of the community it serves, with a 73% minority population. In 2018, 11,655 degrees and certificates were awarded. In short, it is the mission of the Alamo Colleges District to reshape futures.

AWARDS, RECOGNITION & INITIATIVES

Alamo Colleges District is the recipient of the prestigious Malcolm Baldrige National Quality Award, the nation's highest honor for performance excellence and the first community college system to achieve this level of recognition in the award's history. Additional recognition and awards include:

- One of only four Texas community college institutions to be selected as a finalist for the Seal of Excelencia, a comprehensive certification recognizing an institution's commitment to successfully serve Latino students.

- Four of the colleges named Aspen Institute's Top 150 community colleges in the U.S. and Palo Alto named a "Rising Star" (top 1% of community colleges in the U.S.).
- St. Philip's College named #9 of the 2019 Best Online Community Colleges in Texas.
- Northeast Lakeview College ranked #12 of the 50 best community colleges in the nation by Learn.org.
- San Antonio College ranked one of the top community colleges for Hispanics by Hispanic Outlook magazine for the third consecutive year.

During 2019, the District formally released AlamoONLINE, serving students in Bexar County and seven surrounding counties. Fresh Start, a program to offer eligible students the opportunity to re-enroll and complete their degree or certification, was also established.

A key component of Chancellor Dr. Mike Flores' vision to eliminate poverty in San Antonio through education, ACD's initiative AlamoPROMISE will work to ensure access to education for all local students by providing up to 60 credit hours of tuition to eligible graduating seniors from the San Antonio area.

ACD and its partners are committed to ending poverty, enhancing economic and social mobility and meeting workforce demands by joining forces to help more students complete college and obtain the necessary skills to hold high-wage, high-demand jobs.

THE DEPARTMENT

The Alamo Colleges District Police Department is a Texas Police Chief's Foundation Association Best Practices Law Enforcement Recognized Agency, which provides police services to all components of the Alamo Colleges District including academic campuses and a variety of satellite facilities throughout Bexar and seven other counties in our service area. The Alamo Colleges District Police Department has initiated recognition through compliance with the International Association of Campus Law Enforcement Administrators (IACLEA).

The Department has 115 authorized positions including 93 state certified Peace Officers, 15 state certified Communications Officers and seven Administrative Support Personnel.

The department maintains a fully staffed investigations division and an Emergency Communications Center which operates 24 hours a day, year-round, with full interoperability capabilities.

To provide a safe campus for our students, staff, faculty and visitors, the department has armed,

uniformed officers on patrol 24 hours a day, year-round. To provide this around the clock coverage, our officers work in three shifts.

Patrol is the core of the Alamo Colleges District Police Department. These officers answer calls for service, respond to alarms and enforce state criminal and traffic laws in addition to the rules of the Alamo Colleges District. The department also has police officers responsible for specialized assignments including Criminal Investigations, Crime Prevention and Bicycle Patrol.

The Alamo Colleges District Police Department maintains excellent working relationships with all area law enforcement agencies including San Antonio PD, Live Oak PD, Universal City PD, New Braunfels PD, Bexar County Sheriff's Office, the Texas Department of Public Safety and the local field office of the FBI. These working relationships are maintained through periodic communication among agency administrators and by frequent contact between line officers and investigators cooperating on specific cases.

THE POSITION

The Alamo Colleges District is seeking an experienced, skilled and dedicated Chief who can successfully lead a diverse department in a complex, multi-location environment, effectively collaborate with internal and external stakeholders and efficiently facilitate a campus-focused public safety program.

The Chief of Police, Department of Public Safety position has managerial, administrative, and fiscal responsibility for the Alamo Colleges District Police Department including planning, organizing and directing the activities of the department to enhance public safety, enforce state laws and encourage compliance with The Alamo Colleges District Board of Trustee's policies.

ESSENTIAL DUTIES

The essential duties of the Chief of Police, Department of Public Safety position include but are not limited to:

- Provides leadership, coordination and direction for all aspects of campus safety and security for the ACD, promoting a safe and secure environment for all students, faculty, staff and visitors to the five campuses, our Southwest Campus, 7 education and training centers and the District Office.
- Partners with campus stakeholders regarding student conduct, threat assessment and relevant personnel issues.
- Leads and directs all campus emergency and crisis situations.
- Possesses a demonstrated ability in conducting and supervising both criminal and internal investigations.
- Possesses a demonstrated ability to work in a diverse, multi-cultural and complex environment and community.
- Promotes activities that reflect national best practices in law enforcement and public safety.
- Provides leadership to a full-service campus police agency focused on community policing.

- Works closely with all internal and external stakeholders including senior district and campus leadership; all academic, administrative and service units; federal, state and local law enforcement and other public safety agencies.
- Understands the status of the ACDPD as a single law enforcement agency; acknowledges and understands the relationship between the Chief of Police, Department of Public Safety and the Vice Chancellor for Finance and Administration.

- Coordinates with internal and external organizations regarding major activities held on the campuses such as athletic events, concerts, speakers' series etc.
- Creates and monitors a strategic plan for the department.
- Understands, manages and administers the operating budget.
- Selects, trains, supervises and evaluates all staff members, including performance evaluations and disciplinary actions.
- Serves as a primary spokesperson for the institution on law enforcement, public safety and security matters.
- Maintains productive relationships with federal, state and local law enforcement agencies.
- Performs the duties of subordinate personnel as needed.

ATTRIBUTES AND PERSONAL CHARACTERISTICS

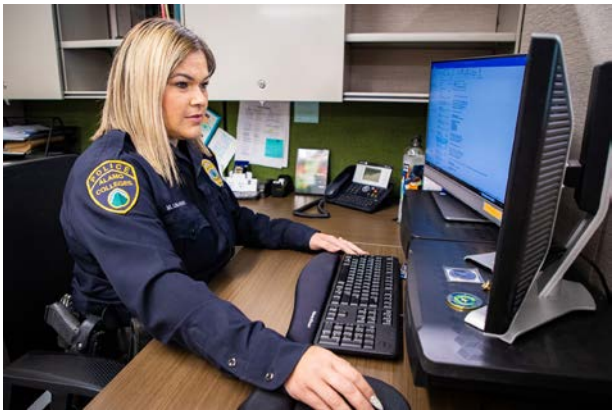
- An understanding of the unique campus public safety environment.
- Excellent communication and listening skills.
- Comfortable with a diverse student population.
- Strong knowledge of and a proven commitment to best practices in law enforcement and how to implement those practices.
- Dedicated to the principles of Community Policing.
- A non-autocratic, participative leadership style.
- Strong political acumen—ability to maneuver complex political situations effectively.
- An individual who is visible, approachable and accessible.
- Experienced, capable and comfortable performing in a diverse urban setting.
- A proactive problem solver, with the ability to analyze situations, clearly define challenges and develop options for a successful resolution.
- A reputation for honesty, integrity and ethical conduct.
- Engaged with all ACD stakeholders, including the police department, leadership, students, the community, regional law enforcement, faculty, staff and the media.
- Receptive to feedback; adaptive to meaningful changes.
- Demonstrates deliberate confidence in defending purpose related to ethics, professionalism and well-considered tactical and strategic perspectives.
- Collegial, collaborative and even-tempered.
- An advocate for utilizing technology to improve efficiency and effectiveness.
- Serves as a change agent; confident with making recommendations.
- A consensus builder—both internally and with the community.
- A champion for the ACDPD and its members.
- Empowers others.

EDUCATION AND EXPERIENCE

MINIMUM QUALIFICATIONS

- Bachelor's degree from an accredited four-year institution of higher education in criminal justice, public administration, business administration or related field.
- A minimum of 15 years of progressively responsible experience as a certified peace officer.
- A minimum of 10 years of service in an administrative, supervisory or management position at the rank of Police Lieutenant or above (or equivalent).

- Shall have, or be eligible to obtain, a Texas Driver's License, a Texas Peace Officer License, and Master Peace Officer Certification from the Texas Commission on Law Enforcement (TCOLE).
- A demonstrated understanding of law enforcement recognition and accreditation processes and associated standards.
- A working knowledge of the Incident Command System and National Incident Management System.
- Class "C" Operator's Driver's License.



PREFERRED QUALIFICATIONS

- Experience as a Chief of Police in a higher education environment.
- Meaningful experience as a Chief of Police.
- Working knowledge of and skilled experience with the Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and Title IX of the Education Amendments Act of 1972.
- Master's degree in an appropriate or related field.
- Knowledge of budget preparation and fiscal management.
- 10 years of leadership experience to include extensive knowledge and experience in law enforcement on a college campus, including working knowledge of criminal laws, rules of evidence and community policing principles.
- Executive training through the FBI National Academy and/or the Bill Blackwood Law Enforcement Management Institute of Texas.

COMPENSATION AND BENEFITS

The salary range for this position is $105,747 to $158,620, depending on qualifications.

The Alamo Colleges District offers an outstanding benefits package. More information can be found at:
http://online.flipbuilder.com/jcxi/usxa/mobile/index.html

HOW TO APPLY

The Alamo Colleges District is being assisted in this search by KRW Associates, LLC. Applicants will apply here online between October 4 and November 2, 2019 by 6 p.m. CST and will attach the following documents through the application system: a cover letter, resume and six professional references.

QUESTIONS

Questions should be directed to KRW Managing Partners Grayson Robinson at (303) 880-2201 or Jerry Williams at (303) 726-6220, KRW Associates Doug Abraham at (303) 489-6239 or Barbara Smith at (708) 466-8768 or email questions to info@krw-associates.com.

Alamo Colleges is committed to provide equal employment and educational opportunities for all qualified persons without regard to race, color, sex, pregnancy, religion, creed, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, transgender status, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status, any other protected category under applicable local, state or federal law, or persons who have opposed discrimination or participated in any complaint process on campus or before a government agency.