



**CITY OF HOUSTON**

Department of Human Resources  
611 Walker  
Houston, TX 77002  
(713) 837-9302

<http://www.houstontx.gov/jobs>

**INVITES APPLICATIONS FOR THE POSITION OF:  
CHIEF OF POLICE - CITY OF HOUSTON**

*An Equal Opportunity Employer*

**SALARY**

\$150,000.00 - \$210,000.00 Annually

**OPENING DATE:** 02/10/10

**CLOSING DATE:** Continuous

**THE POSITION**

**PN 07256  
POLICE CHIEF  
HOUSTON POLICE DEPARTMENT**

The City of Houston is a vibrant, progressive city rich in history, diversity and culture. With a population of 2.2 million and an area of 640 square miles, it is the fourth largest city by population and the largest major city by land area in the nation. The Houston Police Department has 7,100 employees, (5,400 sworn) and a budget of \$667 million. The position of Police Chief has been open since December 30, 2009 when the previous Chief resigned.

The City of Houston has a "strong mayor" form of government. Mayor Annise D. Parker serves as the Executive Officer of the city. The Chief of Police is appointed by the Mayor, subject to approval of the City Council, with daily responsibility to the Chief of Staff. The City Council is comprised of nine members elected from districts and five members elected at-large by all voters of the city. Mayor Parker is serving her first term in office, taking office in January 2010.

Key areas of focus for the Mayor regarding the Police Department will be to devise creative deployment and crime reduction strategies; to engage the community in a meaningful dialogue that results in increased community confidence in the police; to focus on the use of technology as a tool in managing the delivery of police services; to streamline the department's forensic testing process with a goal of increasing the level of public accountability; to plan for continuity of operations in a department with a large percentage of officers approaching retirement; to maximize departmental resources during a time of budget challenges; and to mentor and develop the next generation of Houston officers.

**MINIMUM REQUIREMENTS**

The successful candidate will be a proven leader with strong organizational, communication and management skills, and with a demonstrated track record of working with members of the community and police department employees in a large urban multi-cultural environment.

Experience with and a strong commitment to innovation, technology and community involvement and the ability to implement organizational change are required.

A four-year college degree and a minimum of 10 years of command-level experience in a large urban police agency are preferred. Experience in an organization of comparable size and complexity to the Houston Police Department is desired. A graduate degree, labor management experience and completion of senior-level management programs like the Senior Management Institute for Police (SMIP) and Southern Police Institute are preferred. A combination of other training and experience which provides the essential knowledge, skills and abilities will be considered.

### **PREFERENCES**

**Priority will be given to candidates with command-level experience from the Houston Police Department.**

**Please Note: Under the Texas Public Information Act, candidate information submitted in response to this posting may be subject to release to the public.**

**GENERAL INFORMATION** The Police Executive Research Forum (PERF) is assisting the City in the selection process. The position is open until filled, with a plan to conduct an initial screening before the end of February with a goal of establishing a qualified candidate pool by the beginning of March. For additional information go to: [houstontx.gov](http://houstontx.gov). To apply, send a cover letter and resume summarizing your qualifications, along with the names of five references, to: [houstonchief@policeforum.org](mailto:houstonchief@policeforum.org)

or

Police Executive Research Forum  
ATTN: Houston Chief Search  
1120 Connecticut Avenue NW  
Suite 930  
Washington, DC 20036

Electronic submission preferred.

THE CITY OF HOUSTON IS AN EQUAL OPPORTUNITY EMPLOYER