

BEAUMONT  **NT**
— TEXAS —

POLICE CHIEF

City of Beaumont, Texas





About Beaumont

Beaumont, incorporated in 1838, is a coastal city in Southeast Texas 90 miles east of Houston and 30 miles west of the Louisiana border. The city is home to a diverse community of 113,500 residents and is the seat of Jefferson County, Texas. Thanks to the discovery of oil over a century ago, it's where the Texas economy was changed forever.

Beaumont is the economic, legal, medical and cultural hub of the region. As the energy gateway for the State of Texas and the United States, the Golden Triangle is home to the largest petrochemical, refining, and manufacturing complex in the nation and one of the largest ports in the country, responsible for \$21 billion in annual gross product and \$942 million in annual taxes for the State of Texas, a major contributor to Texas's prosperity.

Highways, airport, rail, port and pipeline connectivity make Beaumont an attractive place to do business. A low cost of living and a year-round outdoor climate makes Beaumont the ideal place to live. Come explore the bayous, birding, and unique culinary landscape and see where the world was changed forever in one of America's original Boomtowns.

Beaumont has a close-knit and vibrant, multi-cultural community that actively participates in various civic and social activities. The city organizes community events, festivals, and parades that celebrate its diverse cultural heritage. The residents of Beaumont often come together to support charitable causes and promote a sense of unity and togetherness.

City Government

The City of Beaumont is a council-manager form of government. Elections are held for all council members in odd years, with the mayor and council members each serving two-year terms. All powers of the city are vested in the City Council, which enacts local legislation, adopts budgets, and determines policies. Council is also responsible for appointing the city attorney, the city clerk and magistrates, and the city manager.

Mission Statement

To serve our community with integrity, fairness, and respect.



Police Department

The Police Department enjoys significant support for the work they do from the City Council and the community, and works hard to maintain and improve good relationships with the community and its diverse community stakeholders. The Police Department is made up of the following divisions:

- The Administrative/Services Division provides support services to both the Operations and Criminal Investigations Divisions through a wide-array of essential functions. The Division is comprised of seven units which provide the necessary services to support the mission critical activities of the Police Department including Budget/Crime Analysis, Police Community Relations, Property and Evidence, Records Management, Training, Personnel, Internal Affairs.
- The Criminal Investigations Division is responsible for the follow-up investigation of crimes occurring within the city limits of Beaumont. The investigators assigned to the division are ready to respond anytime to the scene of criminal activity to assist in the investigation and the needs of crime victims.
- The Field Operations Division is the largest Division of the Beaumont Police Department and has an authorized strength of 188 Police Officers. The Field Operations Division consists of four patrol watches that provide 24 hours a day, 365 days a year service to the approximately 113,500 citizens in the City of Beaumont. The Division also consists of a Traffic Unit which is responsible for the specialized enforcement of traffic laws, investigation of all traffic-related fatalities, and follow-up investigation of hit and run crashes, and the Animal Services Unit which is responsible for the enforcement of the city's ordinances related to animals.

The Position

The Police Chief Reports to the City Manager, and is responsible for planning, organizing, directing, and controlling the operations of the department with 327 employees and a \$47 million annual budget.



Essential Job Functions and Responsibilities

- Responsible for leading the department that enforces laws, ordinances, and regulations for the protection of persons and property
- Maintain effective intergovernmental relations with local, state, and federal law enforcement officials and agencies
- Maintain effective communication with community groups and individuals interested in or concerned about local law enforcement activities
- Analyze local crime problems and devise effective methods to respond to them
- Continuously evaluate the efficiency and effectiveness of departmental operations for the purpose of making improvements
- Attend conferences and seminars
- Participate in the hiring and promotion of employees
- Directly involved in developing a departmental budget

Knowledge, Skills, and Abilities

- Extensive knowledge of the principles and practices of modern police administration and law enforcement methods
- Extensive knowledge of the standards by which quality police services are evaluated
- Extensive knowledge of federal, state, and local criminal codes
- Knowledge of the laws pertaining to the use of police records and their application to police administration
- Thorough knowledge of the functions of other governmental jurisdictions relating to law enforcement work
- Requires strong leadership skills and strong verbal and written communication skills
- Requires effective management skills to plan, organize, and direct the work of a large number of subordinates performing various police activities while maintaining a high level of discipline and employee morale
- Requires analytical skills to assess local crime problems and develop effective methods to address them
- Ability to establish effective working relationships with other city, state, and federal officials, civic leaders, and community groups



Education & Experience

Qualified candidates will have a Bachelor's degree in Criminal Justice, Public Administration, or related field, a minimum of five (5) years' experience in a police department at the command level as a Police Chief, Deputy Police Chief, or Assistant Police Chief, and experience in a Council/Manager form of government. A Master's degree and experience working in a diverse, multi-cultural community is preferred. A minimum of two (2) years' experience as a Captain in a similar sized agency may be considered. A background investigation and drug/alcohol screen test will be required.

Certifications

A current advanced Texas Commission on Law Enforcement (TCOLE) certification (or higher) or the ability to obtain it in one (1) year is required.

Ideal Candidate

The ideal candidate for the role of Police Chief should possess a comprehensive understanding of municipal law enforcement principles and practices, complemented by a proven track record in police operations. This individual should demonstrate proficiency in merging intelligence-based policing with community-focused strategies, emphasizing continuous training and development.

We are seeking a visionary leader with outstanding managerial skills and strategic planning acumen. The ideal candidate will excel in cultivating productive partnerships with various stakeholders, including local, state, and federal law enforcement agencies, as well as with the City Manager, City Council, department directors, and both sworn and civilian personnel. Moreover, the candidate should be skilled in engaging with the community to ensure alignment and support for shared goals. Experience with Chapter 143 and adeptness in managing unionized environments are vital, along with a history of nurturing collaborative relationships with labor and employee associations.

Essential attributes for this role include strong interpersonal skills, a penchant for effective listening, a proactive approach to feedback, and the ability to provide timely responses. Acceptable to practical and theoretical methods in working with people of different social, ethnic, gender, and sexual orientation to achieve positive results is needed. Furthermore, the new Police Chief must be actively involved in the community, serving as a positive and visible representative of the department.

Residency Requirement

The successful candidate will be a resident of the City or will relocate within a reasonable period of time after appointment.

Salary

The City of Beaumont is offering a competitive salary commensurate with experience and a comprehensive benefits package. Relocation assistance will be available for the successful out of area candidate.

How To Apply

Interested applicants should forward a cover letter and resume to:

resumes@affionpublic.com

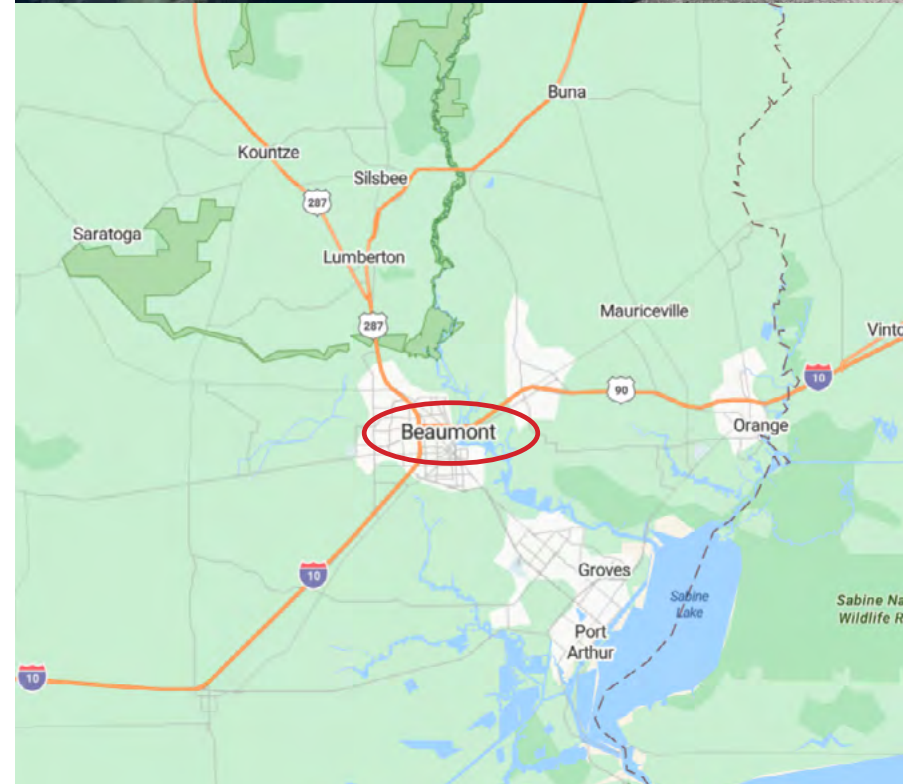
Reference: BTXPC

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The City of Beaumont provides equal employment opportunities (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law. In addition, The City of Beaumont will provide reasonable accommodations for qualified individuals with disabilities.