



## DALLAS POLICE DEPARTMENT

### CHIEF OF POLICE

The City of Dallas is currently seeking a proven professional for the position of Police Chief.

The Dallas Police Department (DPD) has 4,200 employees (3,600 sworn). These employees serve the citizens of Dallas in the Patrol Bureau, Strategic Deployment Bureau, Investigations Bureau, Administrative Bureau, Support Bureau and Office of the Chief of Police. The department's annual budget exceeds \$410 million.

The next Chief will be challenged to continue reducing crime to improve Dallas' position among large cities. Public Safety has been identified by the Mayor, City Council and City Manager as the top priority among the City's Key Focus Areas. The growth of the Department in the past four years has been significant. This growth primarily occurred in the Patrol Bureau creating the challenge of assimilating a relatively young and inexperienced work group.

The next Chief will be expected to continue growing the sworn component of the Department while confronted with budget challenges presented by the current economic state of the City.

The successful candidate must have strong leadership, organizational and management skills, as well as proven integrity in working with members of the community and the Police Department in an urban multi-cultural environment. The desired candidate will have impeccable character and possess excellent interpersonal and communication skills. Experience with and a strong commitment to innovative crime reduction strategies and community policing are required.

A four-year college degree in criminal justice, police science, public administration or a related field and a minimum of 10 years of command-level experience (three or more years as chief or deputy chief) in a large urban police agency is required. Municipal experience in an organization of comparable size and complexity to the Dallas Police Department is desired. A master's degree and attendance at a senior management program like the FBI National Academy, Senior Management Institute for Police (SMIP), Northwestern University's School of Staff and Command, or the Southern Police Institute are highly preferred.

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 screen by mid-February with the goal of establishing a qualified candidate pool by mid-March. Salary range will be highly competitive and based on qualifications and experience. For additional information go to [www.dallaspolice.net](http://www.dallaspolice.net).

**Please Note: Applicants for this position selected as finalists will be subject to a criminal history/credit/driver's license check prior to interview. Under the Texas Public Information Act, information from all resumes submitted in response to this posting may be subject to release to the public.**

To apply, send a cover letter and resume summarizing your qualifications, along with the names of five professional references, to:

[DallasChief@policeforum.org](mailto:DallasChief@policeforum.org)

or

Police Executive Research Forum  
ATTN: Dallas Police Chief Search  
1120 Connecticut Ave. NW, Suite 930  
Washington, DC 20036  
Electronic submission preferred.

THE CITY OF DALLAS IS AN EQUAL OPPORTUNITY EMPLOYER