



# POLICE CHIEF

Police Department

Annual Salary:  
\$136,219 – \$203,340 DOE/DOQ

Hobbs, New Mexico



Are you a service-oriented, forward-thinking law enforcement professional who leads with integrity and collaboration? If so, apply to be the City of Hobbs' next Police Chief.

The City is seeking an experienced, visionary leader who:

- Brings a strategic, transparent, and inclusive leadership style.
- Builds trust through community partnerships and open communication.
- Champions continuous improvement, officer development, and public safety innovation.

Join Hobbs—a thriving community experiencing significant growth and opportunity—and help shape the future of public safety in southeast New Mexico!

# ABOUT THE COMMUNITY

Hobbs, New Mexico, is a vibrant and growing city of more than 41,000 residents that blends small-town friendliness with metropolitan amenities. Located in Lea County near the Texas border, Hobbs is a regional hub for energy production, commerce, healthcare, and education. The city’s recent growth has been fueled by major economic development, including the expansion of renewable energy, healthcare facilities, and higher education through New Mexico Junior College and the University of the Southwest.

Residents enjoy a high quality of life supported by excellent schools, affordable housing, extensive parks, and diverse recreation options like Zia Park Casino & Racetrack, Rockwind Community Links Golf Course, and the CORE wellness and recreation center. Hobbs continues to grow while maintaining its strong sense of community and rich cultural heritage.



## GOVERNANCE & ORGANIZATION

Hobbs operates under a Commission–Manager form of government. The Mayor, elected at large, serves alongside six Commissioners elected by district for four-year terms, with no term limits. Under this structure, the Police Chief reports directly to the City Manager.

The City provides a full range of services including:

- Police, Fire, and emergency medical services (Fire/EMS)
- Parks, Recreation, and Community Services
- Public Works, Utilities, and Code Enforcement
- Economic Development, Finance, and Human Resources



POPULATION  
**41,000**



MEDIAN HOUSEHOLD INCOME  
**\$65,691**



MEDIAN HOME VALUE  
**\$180,700**  
AVERAGE MONTHLY RENT  
**\$1,132**

History



Tourism







## ABOUT THE JOB

The Hobbs Police Department is accredited through the New Mexico Municipal Law Enforcement Professional Standards Council.

The Hobbs Police Department is a full-service agency dedicated to professional, community-based policing. The department enforces federal, state, and local laws, ensuring the safety and well-being of residents through proactive policing, investigation, and public education.

Reporting to the City Manager, the Police Chief:

- Provides strategic leadership and direction for all departmental operations.
- Oversees budgeting, training, and policy development.
- Fosters community partnerships and transparency.
- Promotes staff development and accountability.
- Leads organizational initiatives for continuous improvement and innovation.

[Full Job Description](#)



## DEPARTMENT STRUCTURE

Divisions within the Department:

- Police Operations (Patrol, Investigations, Administration)
- Detention Services
- Code Enforcement and Animal Services

## DEPARTMENT QUICKFACTS



EMPLOYEES

**151**

(78 COMMISSIONED,  
73 NON-COMMISSIONED)



DEPARTMENT BUDGET

**\$29.07**

MILLION

## KEY PROJECTS FOR 2026

- Expansion of community policing and engagement programs.
- Continued investment in officer training and leadership development.
- Implementation of modern technology to enhance efficiency and transparency.
- Focus on recruitment and retention of sworn personnel.

# THE IDEAL CANDIDATE

The City of Hobbs seeks a visionary, ethical, and approachable leader to guide its Police Department into the future. The ideal candidate will be an analytical and decisive administrator with strong communication and interpersonal skills. They will model integrity, transparency, and cultural awareness, fostering trust both within the department and the community.

An advocate for professional development, the next Chief will value input from all levels, encourage accountability, and champion proactive, community-centered policing. The successful candidate will balance strategic vision with operational expertise and demonstrate a commitment to servant leadership.



## EXPERIENCE & QUALIFICATIONS

A combination of education and experience that demonstrates the knowledge, skills, and abilities necessary to perform the duties of the position will be accepted on a year-for-year basis. For example, four (4) years of compensable, commissioned law enforcement experience may be substituted for the four-year bachelor's degree requirement. Any such substitution is in addition to the experience requirements listed below.

### Required:

- Bachelor's degree in Law Enforcement/Criminal Justice, Public Administration, or a related field or an equivalent combination of education and experience as outlined above.
- 12 years of progressive, commissioned law enforcement experience, including 5 years in major command.
- New Mexico Law Enforcement Certification or ability to obtain by waiver within one year of appointment.
- Valid driver's license with no suspension or revocation history.

### Preferred:

- Master's degree in a related field.
- Advanced leadership training (FBI National Academy, PERF SMIP, or equivalent).
- Experience as Police Chief or Deputy Chief in a similar-sized or larger agency.



# SALARY & BENEFITS

- **Compensation:** \$136,219 – \$203,340 DOE/DOQ
- **Health Benefits:** Comprehensive medical (Surest PPO – UnitedHealthcare), dental (Ameritas), and vision (VSP) coverage. \$20,000 City-paid life insurance with additional voluntary plans available.
- **Paid Leave:** 12 hours of PTO per month, 13 paid holidays, floating holiday, and additional leave for bereavement, military, and jury duty.
- **Retirement:** Public Employees Retirement Association (PERA) – 25-year retirement for public safety; optional 457(b) deferred compensation. City offers a PERA pickup of 8.625%
- **Additional Perks:** Bilingual, retention, longevity, and education incentives; employee appreciation events; city-sponsored wellness programs; and community-centered workplace culture.



## HOW TO APPLY

Apply Here



For more information on this position, contact:

**Price Robinson, Senior Vice President**

[pricerobinson@governmentresource.com](mailto:pricerobinson@governmentresource.com) | 432-413-5061

*The City of Hobbs is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability. Applicants selected as finalists will undergo a comprehensive background check.*