



# POLICE CHIEF

Annual Salary:

\$122,503.88 - \$165,402.50

Justin, Texas  
Police Department



**JUSTIN**  
— 1887 —

Are you a forward-thinking law enforcement leader who can guide a growing police department, build strong community relationships, develop personnel, and maintain exceptional public safety services? If so, apply to be the City of Justin's next Police Chief!

We're looking for an exceptional servant leader who is:

- Experienced in law enforcement command and organizational leadership
- Skilled at community engagement and relationship building
- Committed to professional development, accountability, and service excellence

**Everything a Hometown Should Be**—read on to learn more about this opportunity!

Executive Recruitment Provided by



## ABOUT THE COMMUNITY

Justin, Texas, is a rapidly growing North Texas community that proudly maintains its hometown atmosphere while embracing thoughtful development and economic growth. Located in Denton County near the Alliance Corridor, Interstate 35W, Highway 114, and Dallas/Fort Worth International Airport, Justin offers residents convenient access to major employment centers while preserving the charm and friendliness of a small town.

Established in 1887, Justin has deep roots tied to the Santa Fe Railroad and agricultural commerce. Today, the city is experiencing significant residential and commercial growth, with thousands of new homes planned and major developments such as Timberbrook, The Preserve, and Justin Town Square underway.

Residents enjoy numerous parks, community events, excellent schools served by Northwest ISD, and convenient access to recreational destinations and shopping throughout the Dallas-Fort Worth region. City leaders remain focused on balancing growth with quality of life, preserving Justin's history, and maintaining a safe, family-friendly environment.

## GOVERNANCE & ORGANIZATION

The City of Justin operates under a Home Rule, council-manager form of government. The Mayor serves a three-year term, and the City Council consists of seven members elected at large. The City Manager oversees daily operations and supervises department heads across the organization. Justin currently employs approximately 65 employees and provides a full range of municipal services.

The City provides services including:

- Police Services
- Public Works and Utilities
- Planning and Development
- Finance and Administration
- Public Library Services
- Parks and Recreation



POPULATION

**Approx. 8,500**



MEDIAN HOUSEHOLD INCOME

**\$114,157**



MEDIAN HOME VALUE

**\$406,800**

AVERAGE MONTHLY RENT

**\$2,000**

History



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— 1887 —



## ABOUT THE JOB

The Justin Police Department provides community policing, crime prevention, law enforcement, public safety education, emergency response, and community engagement services. The department plays a critical role in maintaining the City's high quality of life while supporting continued residential and commercial growth.

Reporting to the City Manager, the new Police Chief will:

- Provide strategic leadership and direction for all police operations
- Develop personnel and foster a positive organizational culture
- Manage departmental budgets, policies, and resources
- Strengthen relationships with residents, businesses, schools, and regional partners
- Ensure exceptional public safety services while preparing the department for future growth

The Police Chief serves as the department's primary representative to City leadership and the community and oversees all administrative, operational, personnel, and community engagement functions.

[FULL JOB DESCRIPTION](#)



## DEPARTMENT STRUCTURE

Divisions within the department:

- Patrol Operations
- Criminal Investigations
- Administration & Records
- Community Engagement / Crime Prevention
- Emergency Management Functions

## ORGANIZATION QUICKFACTS



EMPLOYEES

**65**



DEPARTMENT BUDGET

**\$3,037,477**

- Preparing the Police Department for Justin's continued residential and commercial growth
- Evaluating future staffing, equipment, and facility needs to maintain service levels
- Strengthening community policing and public engagement initiatives
- Supporting citywide strategic planning and quality development efforts
- Planning for future public safety facility improvements as growth continues

# IDEAL CANDIDATE

The ideal candidate will be an experienced law enforcement executive who combines strategic leadership with a genuine commitment to community service. This individual will possess strong command-level experience and a proven ability to lead personnel through growth and organizational change. They will be a collaborative team builder who develops employees, promotes accountability, and creates a culture focused on professionalism and service excellence.

The successful candidate will be approachable, visible, and engaged with residents, businesses, schools, and community organizations. They will demonstrate excellent communication and relationship-building skills while maintaining high standards for operational effectiveness and ethical conduct. Most importantly, they will embrace Justin's hometown values while helping the department evolve to meet the needs of a growing community.



## EXPERIENCE & QUALIFICATIONS

### Required:

- Associate degree from an accredited institution
- Minimum five years of responsible law enforcement command staff experience
- Texas Master Peace Officer License
- Licensed Texas Peace Officer
- NIMS 100, 200, 700, and 800 certifications
- Valid Texas Driver License

### Preferred:

- Bachelor's degree or higher in a related field
- Seven or more years of command staff experience
- Emergency Management Coordinator experience
- Advanced leadership training such as LEMIT, FBI National Academy, or similar executive programs



## SALARY & BENEFITS

**Compensation:** \$122,503.88 - \$165,402.50

**Health Benefits:** Medical, Dental, Vision, Group Life, Short-Term Disability, and Long-Term Disability coverage

**Paid Leave:** Vacation Leave, Sick Leave, Bereavement Leave, Personal Leave, and 13 Paid Holidays

**Retirement:** Texas Municipal Retirement System (TMRS) with 7% employee contribution and 2:1 City match

**Additional Perks:** City vehicle provided, City cell phone provided, flexible scheduling opportunities, telecommuting for qualifying departments, and negotiable relocation assistance or hiring incentives.

## HOW TO APPLY

Apply Here



For more information on this position, contact:

**Andy Kancel, Senior Vice President**

[andykancel@governmentresource.com](mailto:andykancel@governmentresource.com) | (817)994-6295

*The City of Justin is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background investigation and pre-employment screening process.*