



Opening Date: May 20, 2026

Closing Date: June 10, 2026

Work Location: 400 Spade Hwy, Anton, TX 79313

Annual Salary Range: \$47,500 - \$52,000 DOEQ

Department: City of Anton Police Department

The City of Anton is seeking a highly qualified and experienced Police Chief to lead and oversee the operations of the department. As the Police Chief, you will be responsible for providing strategic leadership, direction, and management to ensure the safety and security of our community. This role requires a visionary leader with a commitment to community engagement, law enforcement excellence, and a deep understanding of the unique challenges and opportunities of a Texas municipality.

The selected candidate must reside within a 12-mile radius of the City limits of the City of Anton.

Benefits Package Includes:

- 100% employer-paid health insurance through the City of Anton
- Flexible scheduling/hours based on departmental and City needs
- Professional career enhancement and training opportunities provided by the City
- Additional resident utility benefits for employees residing within the City of Anton, including:
 - Free water service up to 50,000 gallons per month
 - Free sewer service
 - Free trash service

Key Responsibilities:

1. Leadership and Strategy:

- Develop and implement strategic plans, policies, and procedures to enhance the effectiveness and efficiency of the police department.
- Foster a culture of transparency, accountability, and ethical behavior among department personnel.
- Provide strong and visionary leadership to inspire and motivate department members.

2. Community Engagement:

- Build and maintain positive relationships with community leaders, organizations, and residents.
- Promote community-oriented policing strategies to enhance trust and collaboration between the police department and the community it serves.

3. Public Safety:

- Oversee the enforcement of laws, ordinances, and regulations within the city and the Anton Independent School District, ensuring the safety and well-being of residents and visitors.
- Develop and implement crime prevention initiatives to reduce crime rates and enhance public safety.

4. Budget Management:

- Manage the department's budget, ensuring fiscal responsibility and resource allocation to meet operational needs.

5. Personnel Management:

- Recruit, hire, train, and supervise department personnel, fostering professional growth and development.
- Promote diversity and inclusion within the department and ensure fair and unbiased treatment of all individuals.

6. Training, Reporting, and Professional Development:

- Stay informed regarding emerging trends, best practices, and changes in law enforcement.
- Ensure department compliance with applicable reporting requirements, including the National Incident-Based Reporting System (NIBRS). On-the-job training for NIBRS reporting will be provided.
- Participate in professional development and leadership enhancement opportunities provided through the City.

7. Emergency Response:

- Coordinate and respond effectively to emergency situations and crises within the community.
- Collaborate with other local agencies to ensure a coordinated response to emergencies.

Qualifications:

- Bachelor's degree in criminal justice, public administration, or a related field preferred but not required (years of work experience and additional certifications may supplement this preference)
- Minimum of 5-10 years of law enforcement experience, including supervisory or command-level experience.
- Must be eligible for and maintain Texas Commission on Law Enforcement (TCOLE) certification.
- If not already completed, must complete the initial training program for new chiefs provided by the Bill Blackwood Law Enforcement Management Institute no later than the second anniversary of appointment.
 - Must complete at least 40 hours of continuing education for chiefs during each 24-month training unit as required by the Bill Blackwood Law Enforcement Management Institute.
- Strong leadership and management skills with a track record of effective personnel and resource management.
- Excellent communication and interpersonal skills.
- Demonstrated commitment to community policing and community engagement.
- Ability to work collaboratively with local government officials, community leaders, and other stakeholders.

Application Process:

Interested candidates are invited to submit the following documents to regional@spag.org.

1. Resume/CV
2. Cover Letter
3. List of Professional References
4. Copies of all current law enforcement certifications, including TCOLE certifications

Applications will be accepted until June 10, 2026. The City of Anton is an equal-opportunity employer and encourages applications from individuals of all backgrounds.

The City of Anton is an amazing community, and we are looking for a dedicated Police Chief who shares our commitment to safety, transparency, and community partnership. If you are a dynamic leader with a passion for law enforcement and community service, we encourage you to apply for this exciting opportunity.

