

Captain, Police Training and Patrol Operations

Austin, TX, United States

WHO WE'RE LOOKING FOR

The Captain, Police Training and Patrol Operations (Captain) reports to the Deputy, Chief of Police. This position provides Capital Metropolitan Transportation Authority (CapMetro) with leadership of the agency's police department. The Captain is responsible for supporting the Chief of Police in development, implementation, operation, and management of CapMetro's police department in the operational areas of Training and Professional Standards. The Captain performs professional and supervisory work to develop, implement, and maintain the training and professional standards of the CapMetro police department. This position will require the incumbent to exercise a high level of confidentiality and independent judgment.

WHAT YOU'LL BE DOING

Note: The duties and primary responsibilities below are intended to describe the general content of and requirements of this job and are not intended to be an exhaustive statement of duties.

- Provide leadership to the CapMetro Police Department and effectively guide the training and professional standards operations.
- Assess agency training and professional standards programs consistent with organizational philosophy and the strategic plan.
- Proactively communicate with executive leadership and employees in identifying strengths and opportunities on police matters.
- Maintain knowledge of industry trends, police technology and global and regional risk factors.
- Develop detailed annual goals and objectives for the department related to police training and professional standards, including Key Performance Indicators that are consistent with CapMetro's strategic plan.
- Plan, direct and control department resources, and staff including operating and capital budgets.
- Ensure full compliance of the CapMetro police department with state laws and industry standards related to police training and professional standards.
- Develop and monitor police training and professional standards budget to remain within approved budget and explain variances.

- Prepare management reports and presentations on police programs and related incidents. Perform data analysis to improve police training and professional standards.
- Maintain close liaison with government and industry, law enforcement agencies, training professionals, and community organizations.
- Direct police related administrative investigations occurring on the system and its facilities.
- Interface with regulatory community and represent CapMetro during regulatory compliance inspections.
- Make presentations to CapMetro executives and board of directors on police training and professional standards matters.
- Ensure compliance with records management standards.
- Ensure timeliness and accuracy of Texas Commission on Law Enforcement (TCOLE) Reporting.
- Evaluate police department training structure and plan for continual improvement of the efficiency and effectiveness of the group.
- Serve as a member of committees/teams as directed by the Chief of Police.
- Ensure good public relations with various community agencies and citizens.
- Responsible for the documentation and accounting of all training and professional standards activities of the department.
- Responsible for supervising the work of management-level personnel in the Police Department following established policies and relevant laws.
- Respond swiftly to employees' complaints and provide necessary solution to the problem.
- Support Capital Metropolitan Transportation Authority's Safety Management Systems (SMS) process by ensuring staff follows safety and security policies, considers safety in every action, and ensures safety and security concerns are reported.
- Perform other duties as required and/or assigned.

RESPONSIBILITIES - SUPERVISOR AND/OR LEADERSHIP EXERCISED

Manage department personnel by planning, scheduling, delegating, and overseeing employee work assignments, authorizing, coordinating, and scheduling work with vendors and consultants, conducting personnel actions, including, hiring, and interviewing, and overseeing hiring, training, work assignments, and performance evaluations.

WHAT YOU BRING

- Bachelor's degree in business, public administration, management, criminal justice, or related field. Related experience may substitute for educational requirements on a year for year basis.
- Ten (10) years of progressively responsible experience in transit policing, municipal policing, or public safety, emergency management experience in transportation, or law enforcement, including six (6) years of supervisory or command experience.
- Certified to at least ICS-400: Advanced Incident Command System, Command and General Staff.
- Experience in a multi-modal (bus and rail) transit property preferred.

Knowledge, Skills, and Abilities:

- Thorough knowledge of law enforcement regulatory standards in the transit industry.
- Ability to formulate and execute strategic and tactical plans to successfully complete projects.
- Ability to organize and present ideas, proposals, and recommendations effectively, both orally and in writing; and the ability to work well within all levels of CapMetro, Board of Directors, contractors, and the community.
- Ability to demonstrate a fiduciary obligation to CapMetro in handling materials and information of a confidential nature.
- Ability to effectively manage and direct consultants and contractors.
- Ability to find solutions to complex interpersonal, technical, financial, legal, and administrative problems.
- Ability to work independently; to communicate effectively with co-workers, contractors, other Authority personnel and the public; to organize and manage data and manage projects.
- Ability to manage a high volume fast paced department, to develop staff, to organize and present data and proposals both orally and in writing.
- Must have the ability to conduct research, develop data, process data, and integrate data into documents.
- Excellent written and verbal communication skills.
- Ability to apply sound judgment in the resolution of difficult and complex problems.

WORK ENVIRONMENT AND PHYSICAL DEMANDS

Work is performed in an office and outside environment with exposure to inclement weather and adverse weather conditions. This position works with multiple project timelines and is responsible for managing employees performing work of a complex nature.

Incumbent must have the ability to stand, walk and travel 90% throughout the work day. This position will need to have the ability to work varying shifts, days, nights, weekends, holidays, and rotating shifts, to meet the department needs. Must be able to safely operate a motor vehicle. Must be able to use a telephone or headset equipment. Incumbent must be able to lift and move material weighing up to 20 lbs., perform work at a computer terminal for 6-8 hours a day, and function in an environment with constant interruptions. This position may require work beyond a normal forty-hour weekly schedule.

Reasonable accommodations may be made to enable individuals with disability to perform the essential functions as previously described.

Mobility Status:

As a **Stationed** position, the incumbent is assigned an individual workspace. Expected to work in the office five days a week. Mobility status is subject to change at any time based on business needs or organizational decisions. Position and work must be accessible to others. This is a leadership role that must be accessible to others. This role is based in Austin, Texas and requires relocation to the Austin, Texas area prior to start date.

ABOUT US

CapMetro is Austin's regional public transportation provider. We've been around since 1985 and work every day to give residents, commuters, and visitors the best possible transit options available to match their busy everyday lives.

We're always on the move, connecting people with jobs, schools, restaurants, shops, festivals, and other great places to hang out. In fact, we have more than 31 million boardings each year.

Click on this link to apply. - https://fa-eujk-saasfaprod1.fa.ocs.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_1001/job/689/?utm_medium=jobshare&utm_source=External+Job+Share