NOTICE OF JOB OPENING

Law Enforcement Academy Manager & Lead Instructor

CONCHO VALLEY COUNCIL OF GOVERNMENTS

Main Office, San Angelo, TX

1 Attachments

Salary Range: $70,500 To $78,000 Annually

Instruct and coordinate all basic, specialized, and advanced in-service training courses for telecommunicators, jailers, and law enforcement officers for the Concho Valley Regional Law Enforcement Academy, according to guidelines prescribed by TCOLE. Coordinate all training activities for the 14-county coverage area. Develop, administer, and ensure compliance of rules and guidelines of the Texas Commission on Law Enforcement (TCOLE).

REQUIREMENTS:

- Must possess a Valid Driver's License
- Must be a certified Texas Peace Officer with TCOLE Instructor Credentials
- Bachelor's Degree from four-year accredited college with major coursework in Criminal Justice or Public Administration and minimum of five years' experience as a Texas Peace Officer OR
- Any combination of experience and training that provides the required knowledge, skills and abilities.
- Must be able to pass background check

Apply Now!

This is a unique opportunity to transition from operational policing into a leadership role that shapes the next generation of officers, while maintaining a strong connection to the profession.

The position combines student instruction, mentorship, and program coordination within a structured, well-supported Academy environment.

Why This Role Stands Out

No shift work, call-outs, or patrol demands
Opportunity to mentor and develop current and future officers
Established curriculum aligned with Texas Commission on Law Enforcement standards.

Opportunity to build and improve curriculum.
Ability to build and lead a team of contract adjunct instructors
Meaningful, legacy-driven work in your local law enforcement community

Schedule

Flexible self-scheduling of your calendar in advance, to accommodate day-time in-service, and evening BPOC.
Day time in-service

Evening instruction (approx. 6:30–10:30 PM M-Th)
Occasional Saturdays

Ability to coordinate and schedule a team of contracted Adjunct Instructors

Program Coordination

Coordinate academy schedule and course delivery
Ensure compliance with all TCOLE curriculum and hour requirements
Maintain training records and documentation for audit readiness

Cadet Development

Mentor cadets and reinforce professionalism and ethical standards
Support student success and remediation when needed

Instruction & Training

Deliver assigned portions of the Basic Peace Officer Course (BPOC), Basic County Corrections Course (BCCC), and Basic Telecommunicator Course.

Hold requested in-service trainings for certification of existing local law enforcement.

Facilitate engaging, scenario-based learning
Evaluate cadet performance (academic and skills)

Instructor Leadership

Recruit, support, and coordinate contract adjunct instructors
Provide guidance and consistency across instructional blocks

Ideal Candidate Profile

Passionate about training and developing officers
Seeking a career transition or next step in leadership
Organized and comfortable managing structured programs
Interested in leaving a lasting impact on the profession

Apply Now!

CJ Instructor-Training Specialist - Level I Feb 2026.pdf