

WE'RE HIRING

Director of Campus Safety

Texas A&M University-Victoria

- **Job Requisition ID: R-089650**
- **Full-Time, Staff**
- **Department: Police Department**
- **Salary: \$8,750.00 monthly**

Job Description:

Texas A&M University–Victoria seeks an experienced and visionary public safety leader to build, establish, and oversee a comprehensive campus safety program for the university. This foundational role is responsible for creating the university's safety and security infrastructure from the ground up, including departmental structure, operations, and long-term strategic vision.

The Director will design and implement the framework that will evolve into a fully operational University Police Department.

Texas A&M University–Victoria is not yet recognized by the Texas Commission on Law Enforcement (TCOLE) as an authorized law enforcement agency. This position will oversee campus safety operations and support the development of the framework for a future University Police Department. Once the university receives TCOLE authorization and the selected candidate obtains TCOLE peace officer licensure, it is the University's intent that the Director of Campus Safety transition into the Chief of Police role.

Out-of-state officers or non-Texas license holders typically require 2–6 weeks to obtain TCOLE licensure, depending on reciprocity review.

This is a unique opportunity to shape the future of campus safety at a growing institution and lay the foundation for a professional, service-oriented University Police Department.

Key Responsibilities

Department Development

- Build and organize the administrative, operational, and strategic foundation for a new campus safety department.

- Develop policies, procedures, compliance frameworks, and staffing models to support departmental growth.

Strategic Leadership

- Establish departmental goals, performance standards, and operational protocols aligned with university values and the Texas A&M University System.
- Guide the long-term vision for transitioning into a TCOLE-authorized University Police Department.

Safety and Security Oversight

- Oversee campus patrol planning, security operations, traffic and parking enforcement, and incident reporting systems.
- Ensure daily operations promote a safe, secure, and welcoming campus environment.

Collaboration and Representation

- Serve as the primary liaison with local, regional, and state law enforcement partners.
- Promote strong interagency coordination, communication, and mutual aid.

Training and Readiness

- Develop and implement safety-related training for departmental personnel and the campus community.
- Ensure staff are prepared to respond effectively to security incidents and campus needs.

Budget and Resource Management

- Develop and manage departmental budgets.
- Ensure responsible allocation of personnel, equipment, and operational resources.

Community Engagement

- Foster trust, transparency, and positive relationships through proactive communication, safety education efforts, and outreach initiatives.
- Promote a culture of shared responsibility for campus safety.

Qualifications

Education and Experience

- Bachelor's degree in Criminal Justice, Psychology, Law Enforcement, Public Administration, or a related field (Master's preferred).

- Minimum of seven (7) years of progressively responsible experience in law enforcement or campus safety, including supervisory or leadership roles.

Knowledge, Skills, and Abilities

- Comprehensive understanding of the criminal justice system, public safety operations, and regulatory expectations.
- Strong leadership, interpersonal, and communication skills.
- Proven ability to build and implement new programs, departments, or operational systems.
- Ability to manage complex projects, analyze information, and make data-informed decisions.
- Commitment to diversity, ethics, and professional integrity.

Licensure Requirement

- TCOLE licensure is required before assuming the Chief of Police title.
- Candidates not currently licensed in Texas may obtain TCOLE licensure through the reciprocity process, typically taking 2–6 weeks depending on background review.

Additional Information

Minimum salary is \$105,000, but negotiable based on experience and qualifications.

Future Transition:

Upon university authorization through TCOLE and after the successful candidate obtains TCOLE peace officer licensure, it is the University's intent that the Director of Campus Safety transition into the Chief of Police role.

All positions are security-sensitive. Applicants are subject to a criminal history investigation, and employment is contingent upon the institution's verification of credentials and/or other information required by the institution's procedures, including the completion of the criminal history check.

Equal Opportunity/Veterans/Disability Employer.

Internal Candidates: [Apply Here!](#)

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