

TCOLE - Captain, Field Services

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Resumes are not accepted in lieu of State of Texas application

Description

Our Mission

The mission of the Texas Commission on Law Enforcement, as a regulatory State agency, is to establish and enforce standards to ensure that the people of Texas are served by highly trained and ethical law enforcement, corrections, and telecommunications personnel.

Our Compliance and Standards Division

TCOLE's Compliance and Standards Division supports law enforcement agencies in meeting state standards. Through comprehensive reviews, audits, and evaluations, we ensure agencies have the resources and guidance necessary to ensure regulatory compliance and effective law enforcement practices across Texas. The division oversees compliance audits, inspections, and reviews of law enforcement agencies to ensure adherence to established standards, rules, and regulations.

Who We're Looking For

The Texas Commission on Law Enforcement (TCOLE) is seeking a Captain to lead the Field Services team located at 6330 E HWY 290, Suite 200, Austin, TX.

The Field Services Captain performs advanced compliance and regulatory supervisory work. Work involves supervising staff; overseeing and participating in the development, planning, and coordination of compliance audits, inspections, and reviews of law enforcement agencies; providing consultative services and high-level technical assistance; and conducting compliance investigations. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment.

The salary range is dependent prior state service as a Commission Law Enforcement Officer. This is a Salary Schedule C – Commissioned law enforcement position at salary group [C06](#).

Examples of Work Performed

Oversees, conducts, and monitors compliance audits, inspections, and reviews of law enforcement agencies.

Oversees, directs, and coordinates compliance and regulatory enforcement activities.

Oversees, coordinates, and reviews work of staff in collecting, evaluating, and reporting compliance data and analysis.

Evaluates detailed audit reports and compliance case files.

Monitors and ensures compliance with program guidelines, procedures, and policies.

Screens complaints for jurisdictional authority.

Briefs chain of command in high-profile compliance cases.

Oversees agency compliance audits; identifies patterns or rule violations requiring further investigation; and reviews agencies in non-compliance.

Advises agencies on resolving compliance deficiencies; monitors corrective action plans; and makes referrals for administrative action when necessary.

Identifies high profile or sensitive compliance cases and those with multi-jurisdictional impact; prioritizes cases and manages them; identifies non-jurisdictional complaints and makes referrals.

Oversees, prepares, and submits reports and studies for program management, productivity, activity, and vehicle reports; conducts program analysis and research studies.

Establishes and maintains liaison with stakeholders, providing assistance to local, state, federal law enforcement and other regulatory agencies.

Leads or participates in special projects, task forces, and committees; advises on interpretation, application, and modification of program policies and procedures.

Conducts compliance reviews of law enforcement agencies, training academies, and pipeline programs; interviews agency personnel and reviews operational documentation.

Develops and monitors corrective action plans for agencies with identified compliance deficiencies.

Conducts background and compliance investigations; reviews records and verifies information.

Coordinates the collection and analysis of compliance data; documents activities in database and maintains files.

Prepares and conducts seminars and presentations about assigned program areas for the licensed community, staff, management, or elected officials.

Prepares, presents, and testifies in court and official proceedings, including hearings and trials, and assist in initiating proceedings.

Assists in training new agents and administrative staff; develops and maintains professional knowledge and skills.

Participates in the development and implementation of new programs, initiatives, and policies.

Supervises the work of others.

Other duties as assigned.

This position includes travel (approximately 20% field work traveling by car throughout Texas and 80% office setting).

Qualifications

Required Education and Experience:

- Bachelor's degree from an accredited four-year college or university in Criminal Justice, Criminology, Police Science or a related field.
- Five (5) years of full-time law enforcement experience as a Commissioned Officer.
- Law enforcement experience or education may be substituted for one another on a year-for-year basis.
- Two (2) years or more of investigative law enforcement work.
- Currently licensed as an Advanced Peace Officer (or higher) by the Texas Commission on Law Enforcement.
- Experience in a supervisory or as a team lead role.
- Ability to obtain TLETS and TCIC/NCIC Less Than Full Access Operator Certification within six (6) months of employment.
- Valid driver license.

Required Skills, Knowledge, and Abilities:

- Ability to maintain the highest standards of security and safeguard critical infrastructure. This includes adhering to strict background checks, reporting any suspicious activities, and participating in security training and drills as required.
- Knowledge of Texas and federal statutes, rules, and regulations, including the Texas Penal Code, Texas Code of Criminal Procedure, Texas Occupations Code Chapter 1701, Texas Administrative Code Chapter 215, and other applicable codes.
- Knowledge of investigative principles, techniques, procedures, court procedures, practices, and rules of evidence.
- Knowledge of compliance audit procedures, regulatory enforcement, and administrative management processes.
- Skill in conducting compliance audits, regulatory enforcement, and applying investigative techniques and procedures, including interviewing, evidence collection, and the use of technology and equipment.
- Skill in utilizing modern office software (i.e., Microsoft SharePoint, Teams, Word, Excel, Outlook).
- Ability to conduct compliance investigations and audits, including collecting evidence, preparing cases for administrative action; analyze and report findings; and apply regulatory knowledge to compliance reviews and provide guidance.
- Ability to collaborate effectively with agencies and individuals; communicate clearly and effectively; and to serve as a lead, providing direction to others; and maintain professionalism and composure in challenging situations.
- Ability to maintain the highest standards of security and safeguard critical infrastructure. This includes adhering to strict background checks, reporting any suspicious activities, and participating in security training and drills as required.
- Ability to drive extended distances.

Preferred Education and Experience:

- Preferred certification with TLETS and TCIC/ NCIC Less Than Full Access.
- Experience conducting or managing audits, inspections, or compliance reviews.
- Experience in auditing, accreditation, or regulatory compliance in a law enforcement or educational environment.

Why work at TCOLE?

Working for the Texas Commission on Law Enforcement (TCOLE) empowers you to make an impact on public safety while engaging in continuous learning within a supportive environment. You'll play a crucial role in upholding high law enforcement standards, collaborating with local agencies, and enhancing the well-being of Texans. As a Texas State employee, you will have access to our comprehensive benefit programs including:

- Comprehensive [health, dental, and vision](#) insurance plans with several types of coverage to state employees and their eligible family members
- 12 - 16 days of [annual paid holidays](#)
- At least eight hours of paid vacation and up to eight hours of paid sick leave each month for full-time employees
- Retirement options with the [State of Texas Retirement](#) that provide flexibility and security
- [Health and Wellness programs](#) including wellness leave, fitness and weight management programs, and personalized wellness tools
- TCOLE is a qualifying organization for the [Public Service Loan Forgiveness Program](#)
- The [Discount Purchase Program](#) provides access to an online marketplace offering discount on a wide range of products and services

All positions with TCOLE are security sensitive. Applicants are subject to an in-depth background investigation including criminal history, employment history and references, military, education, and personal references. Employment is contingent upon the verification of credentials and/or other information required.

Equal Opportunity Employer -- TCOLE is an Equal Opportunity Employer. All qualified applicants receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.

ADA - In compliance with the Americans with Disabilities Act (ADA), TCOLE will provide reasonable accommodation during the hiring and selection process for qualified individuals with a disability. If you need assistance completing the online application, contact the Human Resources Department at 512-936-0831. If you are contacted for an interview and need accommodation to participate in the interview process, please notify the person scheduling the interview.

Military Occupational Specialty Codes -- Military Specialty Codes that correspond to this job posting include MOS 31B, MOS 31D, MOS 31A, MOS311A, MA, 649X, 749X, IN, MST, INV, MSSD, MSSE, OAP 11, OAP 12, OAP 14, 86MO, MOS 11B, MOS 11C, 11Z, 18B, 18F, 18Z, 31B, 31D, 31K, 31Z, 35L, 35M, 11A, 18A, 31A, 35A, 180A, 311A, 351L, 351M, 7S0X1, NCIS Special Agent. More information can be found at:

https://hr.sao.texas.gov/Compensation/MilitaryCrosswalk/MOSC_LawEnforcement.pdf

Veterans Preference -- Veterans, surviving spouses, and orphans of veterans may qualify for preference under Texas Government Code Chapter 657. Applicants who wish to claim Veterans preference must provide official documentation at the time of application to verify eligibility.

Benefits -- For new hires and rehires, health insurance is available the 1st of the following month after a 60-day waiting period. More information about benefits is available at <https://ers.texas.gov/benefits-at-a-glance>