Job Posting: Chief of Police

The City of Senatobia, Mississippi, is seeking a highly qualified and experienced law enforcement professional to serve as Chief of Police. This leadership position requires a candidate of high moral character, demonstrated integrity, and a proven record of command-level law enforcement experience. The Chief of Police is responsible for overseeing all operations of the Senatobia Police Department, promoting public safety, and fostering strong relationships between law enforcement and the community.

Minimum Qualifications

All minimum qualifications must be met to be considered:

- Must hold a current Board on Law Enforcement Officer Standards and Training (BLEOST) certification and be in good standing with the Board.
- Minimum of 10 years of law enforcement experience, including at least 3 years in a supervisory or command role.
- Demonstrated leadership, administrative, and organizational abilities within a law enforcement environment.
- Strong communication and interpersonal skills; must be able to work effectively with city officials, department personnel, and the community.
- Comprehensive knowledge of modern policing methods, community policing principles, and relevant federal and state laws.
- Must be of high moral character: **No felony convictions or disqualifying criminal history.**
- Must possess or be able to obtain a valid Mississippi driver's license.

Preferred Qualifications

- Bachelor's degree in criminal justice, public administration, or a related field.
- Experience working in a municipal police department.
- Background in budget management, policy implementation, and interagency collaboration.

Key Responsibilities

- Provide leadership, direction, and oversight for all functions of the Senatobia Police Department.
- Develop and enforce policies, procedures, and training that ensure legal compliance and best practices in law enforcement.
- Foster community trust through transparency, accountability, and engagement.
- Collaborate with the Mayor, Board of Aldermen, and city departments to align public safety with city-wide goals.
- Manage departmental budget and ensure optimal allocation of resources.
- Uphold the highest ethical standards and maintain integrity throughout the department.

Additional Duties Include:

- Strategic planning and performance evaluation.
- Oversight of personnel hiring, development, training, and discipline.
- Crime prevention, investigations, and enforcement operations.
- Internal accountability systems and public/media relations.
- Development of policies and procedures for criminal case handling, incident response, and use of force.
- Protection of confidential records and sensitive law enforcement information.
- Departmental reporting and communication with city leadership.
- Crisis and emergency management coordination.
- Representing the department at community and public events.

Required Knowledge, Skills, and Abilities:

- **Comprehensive understanding of law enforcement laws, practices, ethics, and operations.**
- Strategic thinking and decision-making abilities.
- Fiscal responsibility and **experience managing departmental budgets**.
- Strong conflict resolution and personnel management skills.
- Ability to foster a cohesive, high-performing team culture.
- **Knowledge of community engagement and diversity-focused policing practices**.
- Proficiency in internal investigations, discipline, and employee evaluation systems.
- Strong public speaking and media communication skills.

Application Requirements:

All applicants must submit a complete application packet including all items on the checklist of required documents. ***Incomplete packets will not be considered.***

By submitting your application packet, you are agreeing to a thorough background investigation including, but not limited to:

- Verification of current and previous employment with all law enforcement agencies where you have been employed.
- A comprehensive criminal history check.
- Review of your law enforcement certification status and history with BLEOST

How to Apply:

Complete an online application for "Chief of Police" through the city website www.cityofsenatobiams.gov . Attach your resume' and/or curriculum vitae and all required information. Applications and all required documents can also be dropped off at City Hall Monday-Friday 8a-5p (closed for lunch 12-1 each day). ***Deadline to apply is 5pm October 8, 2026.***

Checklist of Required Documents

*All items listed below **must** be submitted in full for your application to be considered.*
Incomplete application packets will be disqualified.

1. **Cover Letter**
    a. Addressed to the Mayor and Board of Aldermen
    b. Outlining your interest in the position and key qualifications
2. **Current Resume / Curriculum Vitae (CV)**
    a. Detailing education, employment history, certifications, and relevant experience
3. **Copy of Current BLEOST Certification**
4. **Copy of Valid Driver's License**
    a. Must be a Mississippi license or proof of ability to obtain one
5. **Letters of Recommendation (Minimum of 3)**
    a. At least one must be from a current or former law enforcement supervisor or public official detailing your experience.
6. **Personal Statement** *(1–2 pages)*
    a. Outline your philosophy on leadership in law enforcement
    b. Describe your approach to community policing and department management
7. **Copy of any Additional Certifications or Specialized Training**
    a. Include anything relevant to leadership, investigations, tactical operations, or public administration
8. **Completed Job Application**

Important Notice

By submitting your application packet, you **consent to a full and thorough background investigation** conducted by the City of Senatobia. This includes, but is not limited to:

- Contact with current and former law enforcement employers
- Review of disciplinary and personnel records
- Criminal background and driver history review
- Verification of BLEOST certification and training history