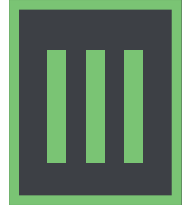


A NATIONAL SEARCH
is underway for a new
Chief of Police

Alamo Colleges District
San Antonio, TX





ALAMO COLLEGES DISTRICT San Antonio, TX

THE 01. OPPORTUNITY



ALAMO COLLEGES DISTRICT

Established as a community college district in 1945, the Alamo Colleges District has grown into one of the most respected two-year college systems in the nation.

The district includes five distinct colleges: San Antonio College (1925), St. Philip's College (1898), Palo Alto College (1985), Northwest Vista College (1995), and Northeast Lakeview College (2007). Together, they serve thousands of students each year across San Antonio and surrounding area. With a mission to make higher education accessible, affordable, and transformative, the district offers a wide array of academic and workforce development programs, including associate degrees, certificates, and pathways that transfer directly to four-year institutions.

A recent \$987 million capital improvement program has equipped campuses with state-of-the-art learning environments, positioning Alamo Colleges among the best-equipped two-year institutions in the country. The district's strong ties to local industry, combined with cutting-edge workforce training, ensure that students graduate prepared to meet the demands of today's job market.

Every initiative is grounded in the belief that education reshapes futures—empowering students, strengthening communities, and contributing to the broader economy of South Texas.

02 LEADERSHIP THAT DRIVES STUDENT SUCCESS

The Alamo Colleges District is guided by a committed leadership team focused on student achievement and institutional excellence.

Governance is provided by an elected Board of Trustees and a seasoned executive team, including the Chancellor, college Presidents, Vice Chancellors, and leaders of key district operations and advisory councils. At the helm is Chancellor Mike Flores, who was appointed in 2018 as the district's first Hispanic chancellor. A longtime advocate for equity in education, Dr. Flores leads with a vision grounded in innovation, community partnership, and economic mobility. Under his leadership, the district has launched bold initiatives aimed at expanding access, increasing completion rates, and aligning education with workforce demands across the region. He is committed to the district's moonshot of partnering to end poverty through education and training in San Antonio.



03. ABOUT THE COMMUNITIES

The Alamo Colleges District is made up of five unique colleges, each deeply rooted in its community and united by a mission to provide accessible, high-quality education across San Antonio and the surrounding counties.

Northeast Lakeview College is a community-focused institution offering associate degrees and continuing education programs. Known for its emphasis on civic engagement and cultural enrichment, the college fosters a supportive learning environment that promotes academic achievement and community involvement.

Since opening its doors in 1995, **Northwest Vista College** has grown into one of the district's largest colleges, now serving more than 20,000 students. NVC offers a wide range of associate degrees and certificates, along with a Bachelor of Applied Technology in Cloud Computing—reflecting its commitment to innovation and workforce relevance.

Established in 1985 to expand access to higher education in South San Antonio, **Palo Alto College** has served more than 200,000 students over the past three decades. The college remains a vital hub for academic and workforce training in Bexar County and beyond, grounded in community service and regional impact.

With a legacy dating back to 1898, **St. Philip's College** is the only institution in the nation designated as both a Historically Black College and a Hispanic-Serving Institution. It delivers a comprehensive education that equips students for success in both academic and career pathways, serving one of the most diverse student populations in Texas.

San Antonio College, located just north of downtown, serves as the flagship of the district. With a vibrant student body of approximately 20,000 each semester, SAC offers a university-like experience while staying true to its mission of providing affordable, high-impact education in the heart of the city.



04. ALAMO COLLEGES POLICE DEPARTMENT

The Alamo Colleges Police Department (ACPD) serves as a fully accredited law enforcement agency dedicated to protecting the students, faculty, staff, and visitors of the Alamo Colleges District.

ACPD provides comprehensive law enforcement and security services across all district campuses and satellite locations throughout Bexar and Guadalupe counties.

With 130 authorized personnel—including 101 state-certified peace officers, 15 communications officers, and 9 administrative support staff—ACPD is structured to meet the unique needs of a multi-campus educational environment. The department operates a fully staffed Criminal Investigations Division and a 24/7 Emergency Communications Center equipped with full interoperability capabilities.

ACPD prioritizes safety through innovation. The department offers the SafeZone mobile app, a free, real-time safety tool that allows users to instantly contact campus police, share their location securely, and request emergency assistance from any district site.

Whether responding to critical incidents or building trust through community engagement, the Alamo Colleges Police Department is committed to creating a safe, secure, and supportive learning environment across the district.



05. IDEAL CANDIDATE PROFILE

A Visible, Approachable Leader

Consistently present across all campuses, not confined to the office. Builds trust through direct engagement with officers, staff, and students. Seen as invested, genuine, and approachable.

A Strong, Strategic Communicator

Demonstrates clear, transparent, and timely communication. Listens actively, provides feedback, and shares decisions and rationale. Repairs broken communication channels across leadership and departments.

Integrity-Driven and Accountable

Holds high moral and ethical standards. Leads with honesty, fairness, and decisiveness. Models and enforces accountability from the top down.

Operationally Grounded and Experienced

Experienced in law enforcement at the municipal and/or campus level. Crisis-ready with proven experience handling emergencies. Comfortable leading in a decentralized agency model.

Politically Astute and Institutionally Savvy

Understands and navigates the complexity of college administration. Can advocate effectively for resources. Balances public safety needs with institutional expectations.

Visionary and Strategic

Brings a clear, long-term plan (5-10 years) for departmental evolution. Embraces innovation and new technologies. Champions a culture of inclusion, respect, and continuous learning.

Committed to Officer Development and Wellness

Supports officers' mental health, career growth, and recognition. Advocates for competitive pay and wellness initiatives. Maintains paid training and benefits.

Community-Focused and Collaborative

Develops a robust community policing model. Builds bridges with students, faculty, local agencies, and administrators. Ensures public safety is a core partner in the educational mission.



06.

CHALLENGES AND OPPORTUNITIES

The next Chief of Police will inherit a department with deep roots in service and a strong foundation to build on. Stakeholders across the Alamo Colleges District recognize real challenges that require focus—but they also see powerful opportunities to elevate public safety operations, invest in people, and position the department as a national model for community-centered policing in higher education.

Workforce Development and Staffing

The department currently operates with more than 35 vacant positions, a reality shared by many law enforcement agencies across the country. While this impacts daily operations, it also provides the incoming chief with an opportunity to reimagine staffing structures, reinforce officer support, and lead strategic recruitment and retention efforts aligned with long-term institutional goals.

Compensation and Resource Advocacy

The district acknowledges the growing need for competitive pay and resource equity. There is strong support for the incoming chief to work collaboratively with senior leadership to align compensation and staffing resources with the department's mission. This advocacy will be essential to retention, morale, and operational readiness.

Organizational Communication and Alignment

Officers and staff have voiced a desire for more transparency, clarity, and cohesion across the department. The next chief will have a timely opportunity to strengthen communication practices, build internal trust, and unify the department through open dialogue and shared purpose.



Technology and Modernization

Opportunities exist to upgrade essential tools such as radios, mobile systems, and emergency communication platforms. These enhancements will not only improve officer safety and responsiveness but also help modernize operations in line with institutional needs.

Emergency Preparedness and Readiness

There is broad consensus on the importance of proactive training, simulations, and updated crisis response protocols. With a clear framework already in place, the incoming chief will be empowered to lead the next phase of readiness planning with a campus-wide approach.

Culture, Wellness, and Morale

Staff across the department value recognition, inclusion, and opportunities for development. The new chief will have a meaningful platform to champion officer wellness, strengthen peer support systems, and cultivate a culture of excellence, equity, and belonging.

Recruitment Strategy and Cadet Development

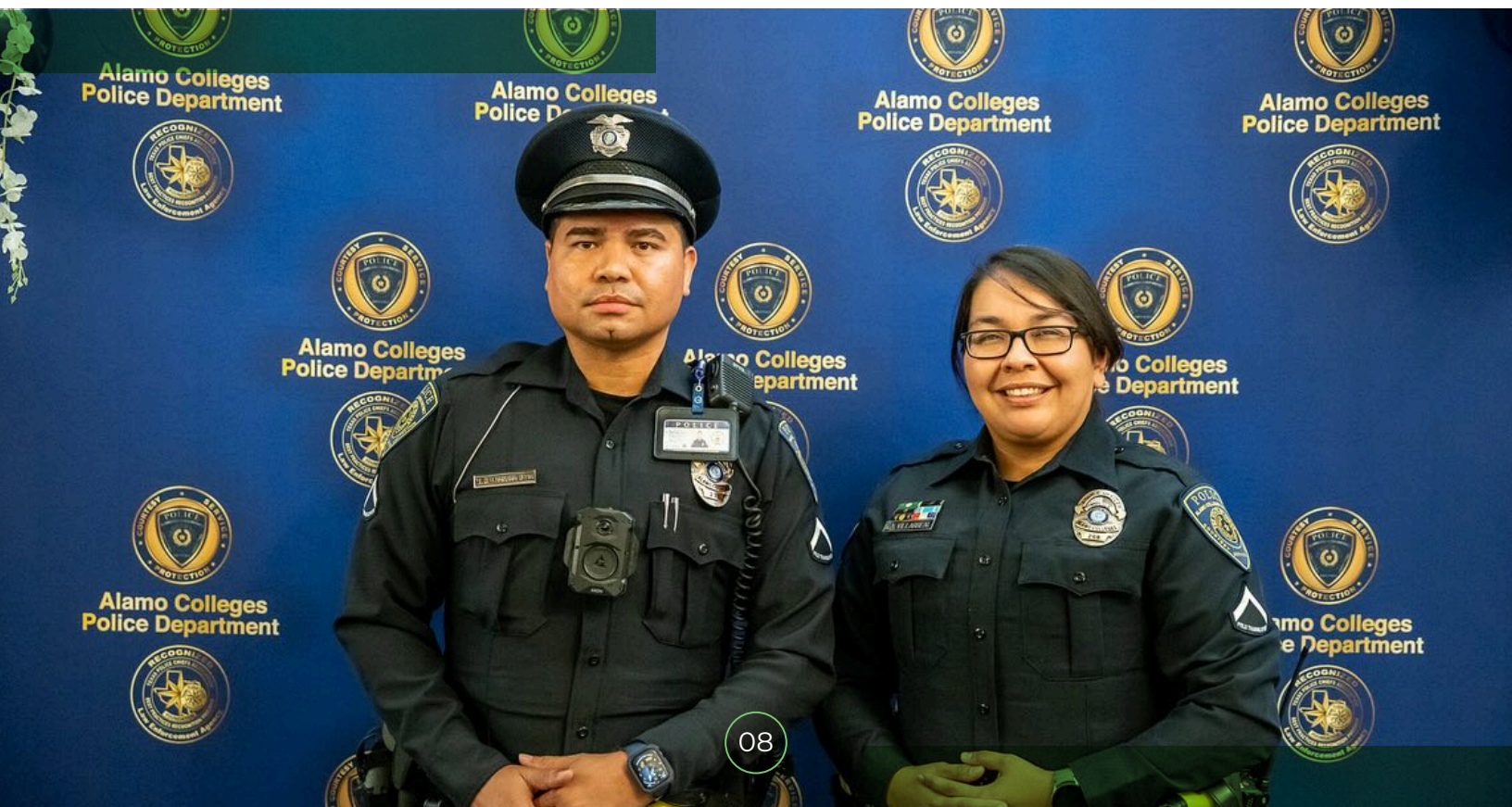
Maintaining the cadet program and creating a more visible recruitment strategy are immediate priorities. With strategic leadership and full-time focus, these programs can become strong pipelines for officer development and community engagement.

Leadership Unity and Clarity

Leadership cohesion emerged as a clear area for growth. The new chief will be expected to align department leadership under a common vision, set consistent performance expectations, and foster a collaborative command structure grounded in service and accountability.

A Forward-Facing Opportunity

There is district-wide momentum to support a forward-thinking, community-centered public safety model. The next chief will lead a department with a strong foundation and the backing of stakeholders who are ready for the next chapter. With clear direction, strategic vision, and inclusive leadership, this role offers a rare opportunity to make lasting impact across a thriving higher education system.



07. QUALIFYING CRITERIA

Minimum Requirements

Education:

- Bachelor's degree in Criminal Justice, Public Administration, or a related field
- 10 years of progressive law enforcement experience as a certified full-time peace officer with a recognized law enforcement agency, including at least 5 years in an administrative, supervisory, or management role

Preferred Qualifications

- Master's degree or advanced education in criminal justice, public administration, or a related field
- Graduate of the FBI National Academy, Southern Police Institute, Northwestern School of Police Staff and Command, or equivalent
- Prefer experience as Chief of Police or Assistant Deputy Chief at a higher education institution

Certifications or Licenses

- The job description and certifications/licenses required can be found [here](#).



08. COMPENSATION & BENEFITS

The salary for this role will be highly competitive within the region and commensurate with experience and qualifications. A relocation package will be offered if applicable. Alamo Colleges District offers an excellent benefits package, including health, retirement, and tuition assistance for employees and their families. See link for additional details:



NOMINATION AND APPLICATION PROCEDURES

09.

APPLY TODAY!

Interested candidates should submit a cover letter, comprehensive résumé, and five professional references to apply@publicsectorsearch.com. References will not be contacted without the candidate's prior consent.

Application Deadline: October 3, 2025

Early applications are strongly encouraged. Only the most qualified candidates will be invited to interview.

EEO Statement

Alamo Colleges is committed to provide equal employment and educational opportunities for all qualified persons without regard to race, color, sex, pregnancy, religion, creed, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, transgender status, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status, any other protected category under applicable local, state or federal law, or persons who have opposed discrimination or participated in any complaint process on campus or before a government agency. The full EEO Statement can be found [here](#).



APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

(916) 789-9990 (office)

www.publicsectorsearch.com

Mr. Kenton Buckner, Senior Consultant

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