

**Police Chief
Jackson, Mississippi**

The City of Jackson, Mississippi, is seeking highly qualified applicants for the position of Chief of Police. The ideal candidate is a proven leader with exceptional interpersonal and communication skills and a demonstrated track record of partnering with the community to reduce crime and improve quality of life. The successful candidate will be a collaborative leader who works effectively with diverse communities and enhances the department's ongoing community engagement efforts.

Jackson, the capital city of Mississippi, is home to more than 140,000 residents and serves as the state's political, cultural, and historical center. The Mississippi Freedom Trail winds through the city, connecting major landmark sites of the Civil Rights Movement. Notable locations include the Medgar Evers Home Museum, which honors the life and legacy of the slain civil rights leader, and the Mississippi State Capitol, a symbol of governance, resilience, and progress.

Nestled along the Pearl River, Jackson also offers a unique blend of natural beauty, culture, and community spirit. LeFleur's Bluff State Park, home to the Mississippi Museum of Natural Science, provides residents and visitors with lush green spaces, scenic walking trails, interactive exhibits, and a renowned aquarium. Across the city, vibrant neighborhoods such as Fondren, Tougaloo, and Belhaven reflect Jackson's diverse history and creativity, showcasing vibrant murals, local eateries, historic homes, and thriving small businesses that give each area its own identity.

The Jackson Police Department (JPD) serves as the primary law enforcement agency for the City of Jackson, Mississippi. Dedicated to protecting life and property, preventing crime, and building public trust, JPD provides comprehensive police services to a diverse and dynamic capital city.

JPD comprises 255 (275 authorized) sworn officers and 145 professional staff, supported by an annual budget of \$37.8 million. The department is organized around three major areas: Office of the Chief of Police, housing Professional Standards and Special Threats; Operations Division, including Patrol Services and Investigative Services; and Administrative Division, encompassing Personnel, Standards & Training, and Administrative Support.

Candidates must have exceptional management and leadership skills, with the ability to oversee all operations of the police department effectively and collaboratively.

The ideal candidate will have a history of cultivating excellence in a police department through their ability to implement community-focused service, commitment to continuous improvement, and effective crime reduction. Proven experience in budget preparation, fiscal management, and strategic resource allocation, along with the ability to manage personnel, implement organizational improvements, and align resources with departmental priorities, will be essential. The selected Chief of Police will serve as a visible and accessible presence across all of Jackson's communities, building trust, transparency, and accountability.

The ideal candidate will have the following characteristics:

- Visionary leadership and the ability to set clear strategic priorities that align departmental goals with community needs
- A demonstrated history of transparent leadership, including ethical decision-making, collaborative problem solving, and promotion of fairness and equity in the organization
- Experience developing and implementing effective data-driven operational strategies that have successfully prevented and reduced crime
- A proven record of well-established relationships built around trust, transparency, accountability, and mutual respect with members of the department and in the community
- Commitment to developing and mentoring emerging leaders, cultivating professionalism, positive morale, and accountability throughout the organization
- Capacity to implement, measure, and sustain improvements to the delivery of policing services that ensure fairness and equity across all communities
- Experience developing alternative funding sources for department initiatives
- Exceptional interpersonal and communication skills interacting with all segments of the community and the media, especially during critical incidents and sensitive situations
- A strong commitment to wellness and safety, supporting both physical and emotional well-being in the organization
- Strong command experience and a deep understanding of the challenges facing policing, including leveraging technology, data analytics, and modern policing tools to enhance transparency, efficiency, and accountability
- Experience modernizing departmental policies, procedures, and long-term strategies to align with national best practices and evolving community expectations
- Commitment to and focus on programs supporting youth and reducing exposure of youth to the criminal justice system
- Innovative approach to recruitment, retention, and staffing, with an emphasis on diversity, inclusion, and maintaining authorized strength levels
- Business acumen and the ability to collaborate effectively with elected officials, city management, and civic leaders while maintaining professional independence and credibility
- A history of effective collaboration and partnership with local, state, and federal agencies to advance public safety initiatives
- Presence as a visible, trusted, and engaged community partner who represents the department with professionalism and credibility in all settings

This position requires a bachelor's degree in criminal justice or a related field or an equivalent combination of education, experience, and training. A master's degree is preferred. Candidates should have at least 10 years of progressively responsible law enforcement experience, including five years in a command role. Additional leadership education, such as the FBI National Academy, PERF's Senior Management Institute for Police, or the Southern Police Institute, is highly desirable.

The salary will be commensurate with the selected candidate's experience, up to \$150,000. The city offers an excellent benefits package, including disability protection.

The Police Executive Research Forum (PERF) is assisting the city in the selection process. For questions about this position, contact Rebecca Neuburger at rcneuburger@gmail.com or (202) 997-6287 or Antoinette Tull at antoinette@hurtlellc.com or (804) 640-0323.

Qualified candidates may apply in confidence and should send a cover letter, résumé, and list of five references by November 24, 2025, to JacksonPC@policeforum.org

The City of Jackson is an Equal Opportunity Employer. It does not discriminate based on race, sex, age, religion, ethnic origin, sexual orientation, or disability status.