

Job Description - Executive Director, Texas Department of Public Safety

General Description

The Texas Department of Public Safety (DPS) is seeking an exceptional leader to serve as Executive Director, a position of immense responsibility and statewide impact. This pivotal role demands a visionary individual with outstanding qualifications and a deep commitment to public service. The Executive Director is appointed by and directly accountable to the Public Safety Commission, a body of five members, appointed by the Governor and confirmed by the Texas Senate. DPS is an agency of the State of Texas with broad and diverse responsibilities including statewide authority to conduct law enforcement activities and criminal investigations. Additionally, the department is responsible for administering and regulating numerous administrative programs the largest of which is driver licensing. The Executive Director provides strategic direction and oversight for a workforce of over 11,000 employees and manages a biennial budget generally exceeding \$2 billion. The ideal candidate will be a leader with the proven experience necessary to guide this large, complex agency in its critical public safety mission. This influential position offers an opportunity to enhance the security and well-being of all Texans.

Key Responsibilities

Strategic Leadership

Implement policies set by the Governor, the Texas Legislature, and the Public Safety Commission. Develop and execute the department's strategic vision and goals.

Oversee statewide law enforcement activities, border security operations, and criminal investigations as conducted by the Texas Highway Patrol, Texas Rangers, and Criminal Investigations Division.

Ensure effective and efficient regulatory and licensing services through operations of the Driver License Division and Regulatory Services Division.

Ensure effective and efficient statewide support of law enforcement through the Crime Laboratory Division, Crime Records Division, and Intelligence and Counterterrorism Division.

Maintain liaison and provide support to local law enforcement throughout the state.

Fiscal Management

Develop and manage the department's \$2+ billion biennial budget.

Ensure proper allocation of resources across divisions.

Provide budget reports and expenditure tracking to state leadership.

Collaboration and Liaison

Coordinate with federal, state, and local law enforcement agencies.

Serve as primary liaison to elected officials.

Establish and maintain an impeccable reputation for candor and transparency as a witness representing the department in legislative hearings.

Maintain effective and responsive working relationship with the Office of the Governor.

Represent DPS at conferences and public events.

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Operational Oversight

Supervise all aspects of DPS operations and program administration.

Ensure compliance with state laws and regulations.

Appoint key leadership positions within the department with the advice and consent of the Public Safety Commission.

Issue commissions to DPS law enforcement officers.

Minimum Qualifications

Law Enforcement Experience

A minimum of five years' experience as:

Senior management level executive of a local or state agency who supervises at least 1,000 commissioned officers,

Senior management level executive of a federal agency who supervises at least 1,000 special agents, or

DPS rank of Regional Director or higher.

Education

Graduation from an accredited 4-year college or university with significant course work in related field.

Licensure and Certification

Ability to obtain and maintain a security clearance granted by the United States government.

Must be eligible for commissioning as law enforcement officer through Texas Commission on Law Enforcement within one year of appointment.

Additional Requirements

Ability to pass DPS physical fitness requirements.

Ability to pass a DPS background investigation including polygraph.