



Central Texas Public Safety Commission

invites your interest in the position of

Executive Director



Recruitment Services Provided by
Ralph Andersen & Associates

An Outstanding Start-Up Opportunity

The newly established Central Texas Public Safety Commission (CTPSC) is recruiting nationally for a highly experienced, dedicated, and compassionate Executive Director to be the ambassador representing the Commission at the State of Texas legislature, regional city councils, and advising the Board of Directors in matters of legislative and public policy. CTPSC represents a very large and diverse group of first responder stakeholders throughout the Central Texas region. The Executive Director is appointed by the Board and reports directly to the President of the Commission. This senior-level executive will be results-driven with well-grounded, ethical decision-making abilities, superior interpersonal and collaborative communication skills, and outstanding public speaking abilities.



Austin, Texas

Austin is currently the 10th largest and fastest-growing city in the United States. This vibrant and dynamic city tops many lists for business, entertainment, and quality of life. One of the country's most popular, high-profile "green" and culturally vibrant cities, Austin was recently selected the number one Best Place to Live in the U.S. (U.S. News & World Report), including ranking Austin as the number #1 best place to live in Texas.

Austin continues to lead the country with its vision of being a beacon of sustainability, social equity, and economic opportunity; where diversity and creativity are celebrated, where community needs and values are recognized, where leaderships come from its community members, and where the necessities of life are affordable and accessible to all.

Austin, Texas *continued*



Emerging as a player on the international scene with events such as the Austin Marathon, Rodeo Austin, Austin Urban Music Festival, Blues on the Green, Austin Pride Festival, Austin Trail of Lights, SXSW, Austin City Limits, Formula 1, and being home to companies such as Apple, Samsung, Dell, Oracle, and Ascension Seton Healthcare, Austin has it all. From the home of the State government and the University of Texas to the Live Music Capital of the World and its growth as a film center, Austin has gained worldwide attention as a hub for education, business, health, and sustainability.

The City offers a wide range of events, from music concerts, food festivals, and sports competitions to museum displays, exhibits, and family fun. Austin is also home to a wonderful ballet, world-class museums, one-of-a-kind shopping, and beautiful outdoor spaces. You can just as easily spend your morning paddling the lake as you can strolling through a celebrated history museum.

Located at the edge of the Texas Hill Country – rolling terrain of limestone bluffs, springs, rivers, and lakes – Austin’s temperate climate is ideal for year-round jogging, cycling, hiking on the City’s many trails, or swimming at Barton Springs or one of the area’s many other swimming holes.

There are several excellent golf courses in the area as well as recreational opportunities for rowing, kayaking, canoeing, camping, rock climbing, disc golfing, mountain biking, fishing, and more. Austin truly has something to offer for everyone.



About The Central Texas Public Safety Commission

Founded in 1997, The Greater Austin Crime Commission was established to support the first responders of the City of Austin and promote public safety planning. Today, after decades of growth and transformation throughout Austin and the surrounding communities, the Commission seeks to broaden its purpose and vocation to support the public safety, justice, and security of the entire Central Texas region. Just as the Commission brought together community leaders over 25 years ago with a common purpose, the rededicated Central Texas Public Safety Commission (501c3 and 501c4) seeks to connect Central Texas governments, business community, citizens, and community organizations with the common goal of promoting public safety, engagement, and the striving for the common good. The Commission's goal is to support and enhance the efforts of Central Texas emergency medical responders, firefighters, police officers, and all first responders, as they aim towards creating safer communities throughout Central Texas.

This inaugural Executive Director will have the opportunity to identify budget and staffing needs as the CTPSC develops. This position will be headquartered in downtown Austin. CTPSC is governed by a Board of Directors, comprised of representatives who are aligned with the mission, vision, and values and believe in the significant responsibilities of this Commission's success, sustainability, and effectiveness.

Mission

The mission of the Central Texas Public Safety Commission is to promote the public safety of the region by working with all community stakeholders, local governments, public safety agencies, and citizens to create policies and initiatives that build trust, promote justice, and reduce crime. The Commission advocates for the region's emergency medical responders, firefighters, police officers, and public safety officers as well as the citizens they serve.

Vision

The Central Texas Public Safety Commission envisions a future where all residents of the Central Texas area can live, work, raise a family, and thrive in a safe and secure environment. The Commission strives to build a regional community where safety emergencies are addressed quickly, crime is minimized, justice is upheld, and the well-being of every individual is protected.

The Commission facilitates communication among diverse stakeholders, conducts research and analysis of issues related to Central Texas first responder challenges, and champions crime prevention. Additionally, the Commission provides public information about the first responder communities to the State and Federal administrations, the State Legislature, Congress, State and national advocacy providers, various regional communities, and stakeholder groups.

The Position of Executive Director

The Executive Director is the Commission's Chief Administrative Officer, working under the direction of the President and Executive Committee of the Commission Board, and is responsible for implementing the strategic plan, decisions, and policies as determined by the Board of Directors. The Executive Director has the responsibility for the management and administration of the Commission's operations including, but not limited to, working closely with the President of the Commission, Executive Committee, and Board of Directors to lead strategic initiatives toward strengthening efforts in carrying out the Commission's mission and ensuring its long-term sustainability.

The Executive Director provides day-to-day operational oversight and direction in the use of financial, human, and technology resources to achieve the Commission's goals and enhance overall organizational capacity and performance effectively and efficiently. These executive responsibilities are carried out in a highly visible, and sometimes controversial, political environment. A key responsibility of the Executive Director is to continually develop and enhance CTPSC's policy and strategic plans by encouraging open dialogue and debate in partnership with the Board of Directors within the context of achieving consensus and unifying a diverse Board through collaborative efforts.

Working closely with the President of the Board and the Executive Committee, the Executive Director will have overall responsibility and provide leadership for the following functions:

Board

- ◆ Provide advice, counsel, and information to the Board of Directors to assist in setting policy and monitoring the performance of the Commission. Recommend policies, programs, and action plans for the Board's approval; and
- ◆ Ensure staffing for the Board of Directors and its committees, and facilitate their work by developing resource materials, providing adequate information and reports, and assisting the committee chairpersons in committee operations.



The Position *continued*

Legislative

- ◆ Maintain a professional relationship with State agencies, legislators, lobbying and advocacy organizations, State vendor groups, and the general public;
- ◆ Work closely with regional police and fire departments and other first responders;
- ◆ Review, analyze, and interpret legislation and regulations;
- ◆ Present the Commission's positions on legislative issues and areas that impact public safety agencies;
- ◆ Identify areas of legislative policy development and prepare legislative proposals for the Commission; and
- ◆ Recommend positions on various bills and other legislation.

Management

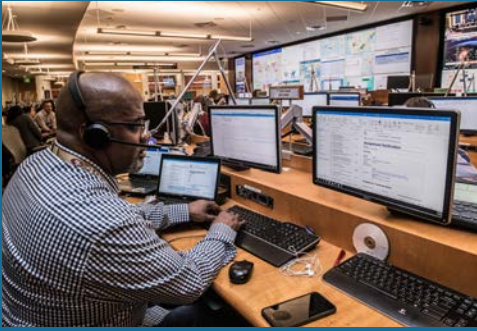
- ◆ Identify areas requiring planning; develop and recommend goals, objectives, and action plans for accomplishment to the Board of Directors;
- ◆ Identify areas requiring policy decisions, and develop and recommend policy for consideration by the Board of Directors;
- ◆ Administer personnel activities, including recruiting, selecting, training, supervising, and conducting performance evaluations of the Commission's staff;
- ◆ Develop and implement the annual budget with the CFO for the Commission based on the organization's goals and objectives; and
- ◆ Facilitate communication within the Commission on issues of significance to the public safety of the region at the State level.

Communication and Education

- ◆ Interpret and relate the policies of CTPSC to external organizations within the Central Texas region on key public safety challenges and opportunities; and
- ◆ Prepare summary reports, recommendations, and position papers on issues of concern for distribution to board members and other appropriate individuals and organizations.

Responsibilities and competencies identified here are not intended to be all-inclusive and other duties may be assigned by the Board President, representing the Board as a whole.

The Ideal Candidate



The CTPSC Board of Directors is seeking an individual who is progressive and can build a dynamic organization from the ground up. That continually strives to advocate for the public safety of the region by working with all community stakeholders, governments, public safety agencies, emergency responders, community organizations, and citizens. This individual must have experience in, or familiarity with, public safety and preferably the challenges faced by law enforcement today. The selected candidate will be a collaborative and confident leader who has a successful track record with:

- ◆ Providing visionary leadership while implementing the goals and objectives approved by the President, Executive Committee, and Board of Directors;
- ◆ Managing the day-to-day operational oversight and direction in the use of financial, human, and technology resources;
- ◆ Ensure that the organization delivers quality member services and programs; and
- ◆ Maintain the financial integrity of the organization by aligning the annual budget with the strategic plan, assisting with fundraising goals, and identifying public-private partnerships and grant opportunities.

Additionally, the ideal candidate must work well with elected officials, advisory boards, and officials from all levels of government, the public, and the media. The candidate will exhibit a professional presence; excellent business acumen; and possess excellent communication, analytical, and organizational skills. The candidate must be a strong team player and an innovative problem solver who must possess a positive can-do attitude and a commitment to enhance collaboration among stakeholders.

The candidate must demonstrate abilities that enhance CTPSC's leadership through effective strategic relationships and partnerships, as well as active participation in the development of organizational policy and strategic plans in partnership with the President, Executive Committee, and Board of Directors.

The selected candidate must have the ability to develop and maintain collaborative relationships with external organizations; have strong skills in strategic planning, communications, staff management, financial management, and consensus building; and preferably experience with public safety and first responder's mission. This person will be able to assess a situation and give the best professional decision, sometimes without the benefit of research or guidance.

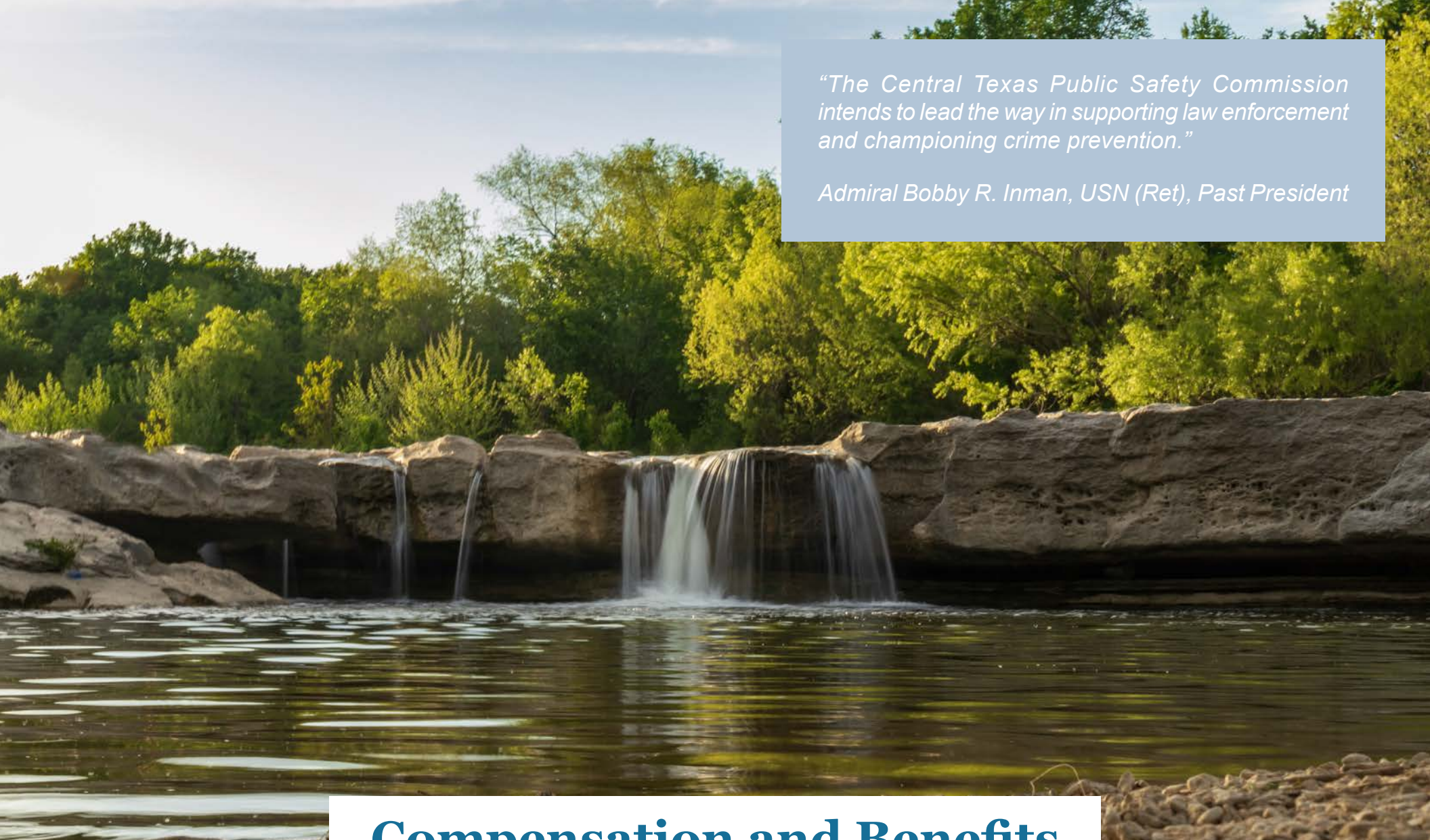
Desirable Qualifications

Experience – The ideal candidate will have a proven track record of executive or management experience obtained at the senior level of a public or private organization, agency, or association. Candidates will be evaluated on their executive qualifications; knowledge of State government operations, State budget process, and the Texas political process. Candidates will also be evaluated on their career history presented through their submittal of a comprehensive package of information outlining career highlights and notable achievements. **Knowledge of Public Safety and the delivery of its mission is desired but not required.**



Education – Bachelor's degree required. A Master's or other advanced degree is a significant plus. Relative experience will also be considered.

The CTPSC Executive Committee reserves the right to select any combination of experience, education, and career history that will uphold the ideals and values of this Commission and continue to provide the highest level of service to the Central Texas region to advocate for emergency medical responders, firefighters, police officers, and public safety officers as well as citizens they serve.



“The Central Texas Public Safety Commission intends to lead the way in supporting law enforcement and championing crime prevention.”

Admiral Bobby R. Inman, USN (Ret), Past President

Compensation and Benefits

The salary for the Executive Director is dependent upon qualifications (DOQ) and will be based on the selected candidate’s experience. Moving and relocation expenses may be included in the employment offer. Further details are available through the recruiting firm Ralph Andersen & Associates.



www.centraltexaspublicsafety.com

The Selection Process

Candidates are encouraged to apply immediately by submitting a comprehensive resume, a compelling cover letter, and a minimum of six work-related references. This position will close on **Monday, April 22, 2024**; however, the recruitment is open until filled; resumes will be reviewed continuously. Interested candidates can apply via email by sending application materials to apply@ralphandersen.com.

Ralph Andersen & Associates will conduct preliminary interviews as applications are received. Only the most highly qualified candidates will be invited for an on-site interview. The selection process may also involve a professional panel and a supplemental questionnaire. **References will not be contacted until mutual interest has been established and applicants will remain anonymous throughout this process.** It is anticipated that the newly selected Executive Director will join the Central Texas Public Safety Commission by June 2024 or at a mutually agreeable date. Confidential inquiries are welcomed to Robert Burg at (916) 630-4900.

The Central Texas Public Safety Commission is an equal employment opportunity employer and encourages all qualified individuals to apply for this exceptional career opportunity.