



# DEVINE, TEXAS CHIEF OF POLICE

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Clear Career Professionals



# WELCOME TO DEVINE, TEXAS



Located in Medina County along Interstate 35, the City of Devine sits just 30 minutes southwest of downtown San Antonio, offering a peaceful rural lifestyle with the convenience of quick access to the city. With a population nearing 4,700 residents, Devine is known for its strong sense of community, neighborly spirit, and deep local pride.

Founded in 1881 with the arrival of the International-Great Northern Railroad and strengthened by irrigation from Medina Lake in the early 1900s, Devine has long been a place where people put down roots and look out for one another. Today, residents enjoy a low cost of living, a welcoming atmosphere, and community traditions that bring people together, from family outings at Devine Acres Farm to tee times at the Devine Golf Course and annual events like the Bogey Nights Golf Tournament.

As the city looks to its future, Devine is seeking a police leader who will help shape the next chapter of public safety; someone who understands the heart of the community and is committed to fostering community trust and legitimacy. This is a city where connection matters, and where trust between residents and law enforcement is central to the quality of life. The next chief will be a key part of strengthening that bond and continuing Devine's tradition of care, service, and shared responsibility.



Population  
4,700



Median Income  
\$45,703



Median Home Value  
\$232,000

# WHO WE ARE

## *Mission Statement:*

*The mission of the Devine Police Department is to serve all people within our jurisdiction with respect, fairness and compassion.*

*We believe in the dignity and worth of all people. We strive to provide professional and caring police service in partnership with the community.*

*With a dedication to public service, it is our goal to enhance the quality of life for everyone by creating a sense of security within the city.*

*The Devine Police Department takes pride in being a progressive law enforcement agency dedicated to meeting the needs of a diverse and vital community.*



The City of Devine is committed to fostering a safe, connected, and community-oriented environment. Under the leadership of the City Administrator, the Police Department plays a vital role in upholding that commitment by ensuring responsive law enforcement services, proactive crime prevention, and respectful community engagement.

We believe that public safety is more than enforcement—it's about building relationships, earning trust, and working alongside our residents to create a sense of shared security. The Chief of Police serves as a key member of our leadership team, guiding the department's daily operations in alignment with the vision of the City Council and the priorities of our residents.

Our focus is forward-looking. We are committed to achieving statewide accreditation through the Texas Commission on Law Enforcement and to aligning departmental practices with the highest standards of professional policing. Community policing is not a catchphrase in Devine—it is a guiding principle. We value transparency, accountability, and a visible presence that strengthens legitimacy and trust.

As a small but growing city, Devine offers a unique opportunity for a public safety leader to make a lasting impact. We're looking for a Chief who leads by example, supports the development of their team, and serves as a trusted representative of our city to residents, partners, and agencies alike. In Devine, leadership is personal—and so is our commitment to those we serve.

## Position Priorities

- Increased Training of Officers
- Accreditation by the Texas Police Chiefs Association
- Creation of an Updated Department Organizational Structure

## Position Challenges

- Strengthening Officer Retention
- Maximizing Impact with Thoughtful Budget Stewardship
- Modernizing Equipment and Technology
- Navigating Evolving Regulatory Requirements





# LEADERSHIP PROFILE

The City of Devine is seeking a forward-thinking, community-focused law enforcement leader to serve as its next Chief of Police. This individual will guide a dedicated team of sworn and civilian personnel and play a vital role in maintaining the safety, trust, and engagement of the Devine community.

The ideal candidate will bring a balance of operational expertise, collaborative leadership, and a commitment to continuous improvement, both within the department and in service to the public.

## Essential Leadership Qualities:

- Models servant leadership and cultivates a positive, inclusive organizational culture
- Builds trust through transparency, accountability, and open communication
- Develops high-performing teams through mentorship, training, and clear performance standards
- Maintains a strong community presence and forges meaningful partnerships with local stakeholders
- Navigates evolving challenges with innovation, integrity, and sound judgment

## Professional Experience & Qualifications

### Minimum Requirements:

- At least 10 years of experience as a police officer, including 4 years in a supervisory role in a law enforcement agency of similar size
- High school diploma or equivalent
- Texas Class C Driver's License
- Willingness and ability to be on-call 24/7

### Preferred Qualifications:

- 15 years of law enforcement experience with 8 years of progressive supervisory responsibility
- Bachelor's degree in Criminal Justice, Public Administration, Police Science, or a related field

## Knowledge, Skills, and Areas of Expertise

- Strong grasp of modern policing trends, leadership strategies, and emerging law enforcement technologies
- Knowledge of jail operations, security standards, and regulatory compliance
- Ability to interpret and apply laws, policies, and court documents with precision
- Skilled in legislative tracking, report writing, and formal communications
- Effective communicator who engages confidently with elected officials, judges, staff, and residents
- Culturally competent and experienced in working with diverse communities and personnel







# Compensation & Benefits

The City of Devine is offering an estimated salary range of \$98,780 to \$118,536 for this position commensurate with experience and qualifications. The organization also provides a competitive benefits package including medical insurance with dental and vision options, as well as term life insurance. Additional benefits include paid holidays, sick leave, vacation leave and longevity pay after one year of service.

The City of Devine participates in the Texas Municipal Retirement System (TMRS), which pairs a 6% employee contribution with a 1.5:1 employer match.



# HOW TO APPLY

The position is open until filled.

First review deadline is 5 p.m. on June 13, 2025.

Please email your cover letter and resume in **.pdf** format to  
[applydevinechief@clearcareerpro.com](mailto:applydevinechief@clearcareerpro.com)

Faxed and mailed submissions will not be considered.

For more information on this position, please contact:

Michael Boese, President, Clear Career Professionals (214) 550-2850 Ext: 4  
[michael@clearcareerpro.com](mailto:michael@clearcareerpro.com)

Candidate materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process. The selection process will include virtual interviews with the most qualified candidates and final interviews with the City and its representatives. Appointment is subject to completion of a thorough background and reference verification.

## RESOURCES

**City Website:**

<https://cityofdevine.org/>

**Devine Police Department**

<https://cityofdevine.org/municipal-services/police-department/>



*The City of Devine is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, genetic information, or any other status protected by law or regulation. It is the City's intention that all qualified applicants be given equal opportunity and that selection decisions are based on job-related factors.*