



Assistant Chief of Police

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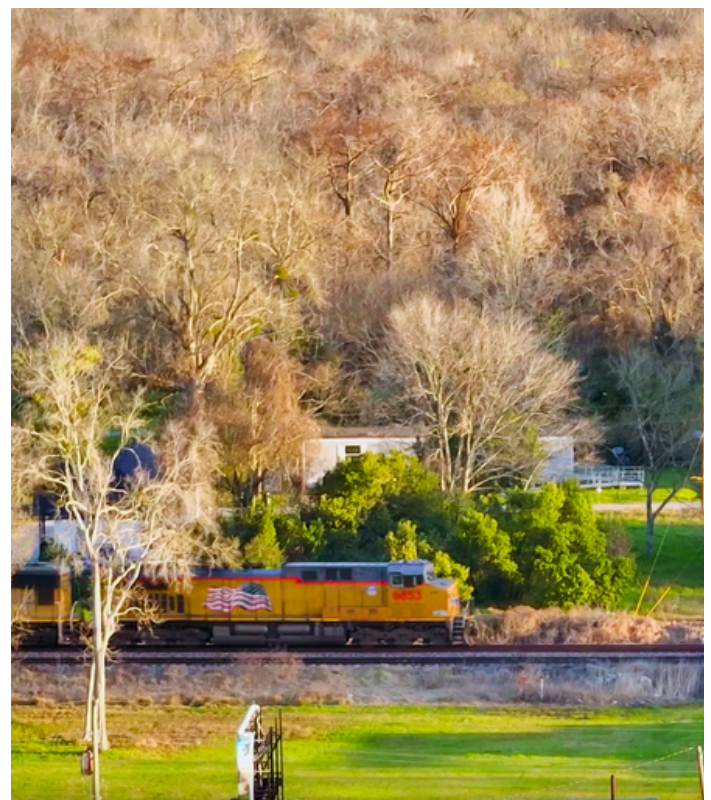
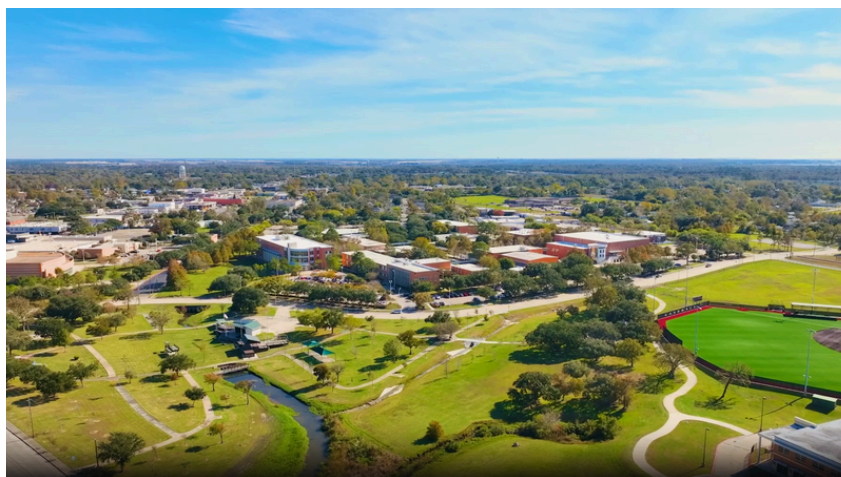
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WELCOME TO LIBERTY

Liberty, Texas (population approximately 8,800) is a historic county seat with a relaxed, small-town feel and easy access to big-city amenities. Conveniently located between Houston and Beaumont, Liberty sits along U.S. Highway 90 and State Highway 146, with quick connections to I-10 and U.S. 59/future I-69, making regional commuting and travel simple and direct.

Families are drawn to Liberty Independent School District, known for its supportive environment, academics, and extracurriculars. The Liberty High School Lady Panthers softball program, back-to-back state champions in 2021 and 2022, reflects the community's pride in student success both on the field and in the classroom.

Liberty also offers distinctive cultural and historic attractions. The Sam Houston Regional Library and Research Center and the Jean and Price Daniel Home and Archives, a near-replica of the Texas Governor's Mansion, highlight the city's deep Texas roots. Residents enjoy the Liberty Municipal Library, Liberty Municipal Park with its walking trails and family spaces, Trinity River access for boating and fishing, and the renovated Liberty Municipal Golf Course, one of the finest nine-hole courses in the region.



ORGANIZATIONAL Culture


The Liberty Police Department is a full-service, police department that combines small-town approachability with professional, best-practice policing. Under the leadership of Chief Richard "Rick" Ashe, appointed in April 2025, the department is focused on high standards, mentorship, and modern leadership at every rank.

Liberty PD is accredited through the Texas Police Chiefs Association's Law Enforcement Accreditation Program, reflecting its ongoing commitment to progressive, evidence-based policies, training, and operations.

The department is a mid-sized agency with approximately 22 sworn officers, including four School Resource Officers, supported by a strong professional civilian team. Animal control services are housed within the department, and Liberty PD operates its own 9-1-1 communications center, serving as the primary answering point for all police, fire, and EMS calls within the city.

Beyond the org chart, Liberty PD emphasizes community-oriented service. Officers are known for volunteering as youth mentors, coaches, and instructors, an extension of an internal culture that values initiative, community trust, and innovative approaches to problem-solving.





The Assistant Chief of Police serves as the Chief's trusted second-in-command and a key member of the Liberty Police Department's executive team. This position is ideal for a seasoned law enforcement leader who enjoys both strategic planning and hands-on leadership in a progressive, accredited agency.

Reporting directly to the Chief of Police, the Assistant Chief provides day-to-day oversight of several core functions, ensuring that policy, training, and operations all support Liberty's commitment to innovative, community-oriented policing. The role is central to maintaining the department's high professional standards, developing personnel, and ensuring smooth internal operations.

The Assistant Chief leads the Criminal Investigations Division, overseeing case assignment, investigative quality, and coordination with local prosecutors. The position also has primary responsibility for internal affairs and professional standards, handling or overseeing investigations into policy compliance and citizen complaints involving subordinate personnel.

This role directly supervises the 9-1-1 communications/dispatch center and its team of telecommunicators, ensuring excellent customer service, accurate call handling, and strong coordination with police, fire, and EMS. The Assistant Chief also manages the department's accreditation efforts, evidence and property functions, and other operational or administrative areas as assigned by the Chief.

A key focus of this position is training and professional development. The Assistant Chief coordinates department-wide training for sworn officers and telecommunicators, tracks required hours and certifications, supports leadership development, and oversees annual firearms qualifications to ensure that all staff meet or exceed state and agency standards.

See Yourself Here

THE IDEAL Candidate

The ideal Assistant Chief of Police for the City of Liberty is a proven, progressive law enforcement leader who is ready to serve as a true second-in-command. This individual brings deep operational experience, strong judgment, and a commitment to innovative, community-oriented policing in a TPCA-accredited agency. They are comfortable moving between strategy and day-to-day operations, and they model integrity, accountability, and professionalism in every decision.

Minimum Qualifications

- Ten (10) or more years of progressively responsible law enforcement experience, including supervisory and command responsibility.
- Advanced Peace Officer Certificate through TCOLE (or equivalent with ability to obtain Advanced prior to appointment - for Out of State Candidates).

Preferred Qualifications

- Graduation from one or more recognized executive-level leadership programs such as:
 - FBI National Academy
 - LEMIT Leadership Command College
 - ILEA Executive School
 - Or a comparable command-level program
- Demonstrated experience overseeing investigations, internal affairs/professional standards, dispatch/communications, accreditation, evidence management, and training & development.





COMPENSATION & BENEFITS

Salary Range:

The Assistant Chief of Police position offers a competitive annual salary range of \$90,000 to \$110,000 DOQE

Benefits:

- Retirement through the Texas Municipal Retirement System (TMRS), with a 7% employee contribution and a 2:1 city match
- Medical insurance with dental and vision options, as well as term life insurance. The City provides 100% paid medical insurance for employees and contributes to a portion of dependent coverage.
- Additional benefits include paid holidays, sick leave, and vacation leave.
- This position is eligible for a take-home vehicle.



This entity is an Equal Opportunity Employer committed to building a workforce that reflects the diversity of the communities it serves. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, genetic information, or any other protected status under applicable law.

APPLICATION DEADLINE:

5 p.m. | Friday | January 9, 2026

Email Cover Letter and Resume in PDF Format to:

ApplyLiberty@clearcareerpro.com

Faxed and mailed submissions will not be considered.

For more information on this position contact:

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Michael@clearcareerpro.com
(214) 550-2850



Follow The Clear Voice on Spotify, Apple, Amazon Music, or Youtube to listen to this and other position podcasts featuring guests from the hiring organization.



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.