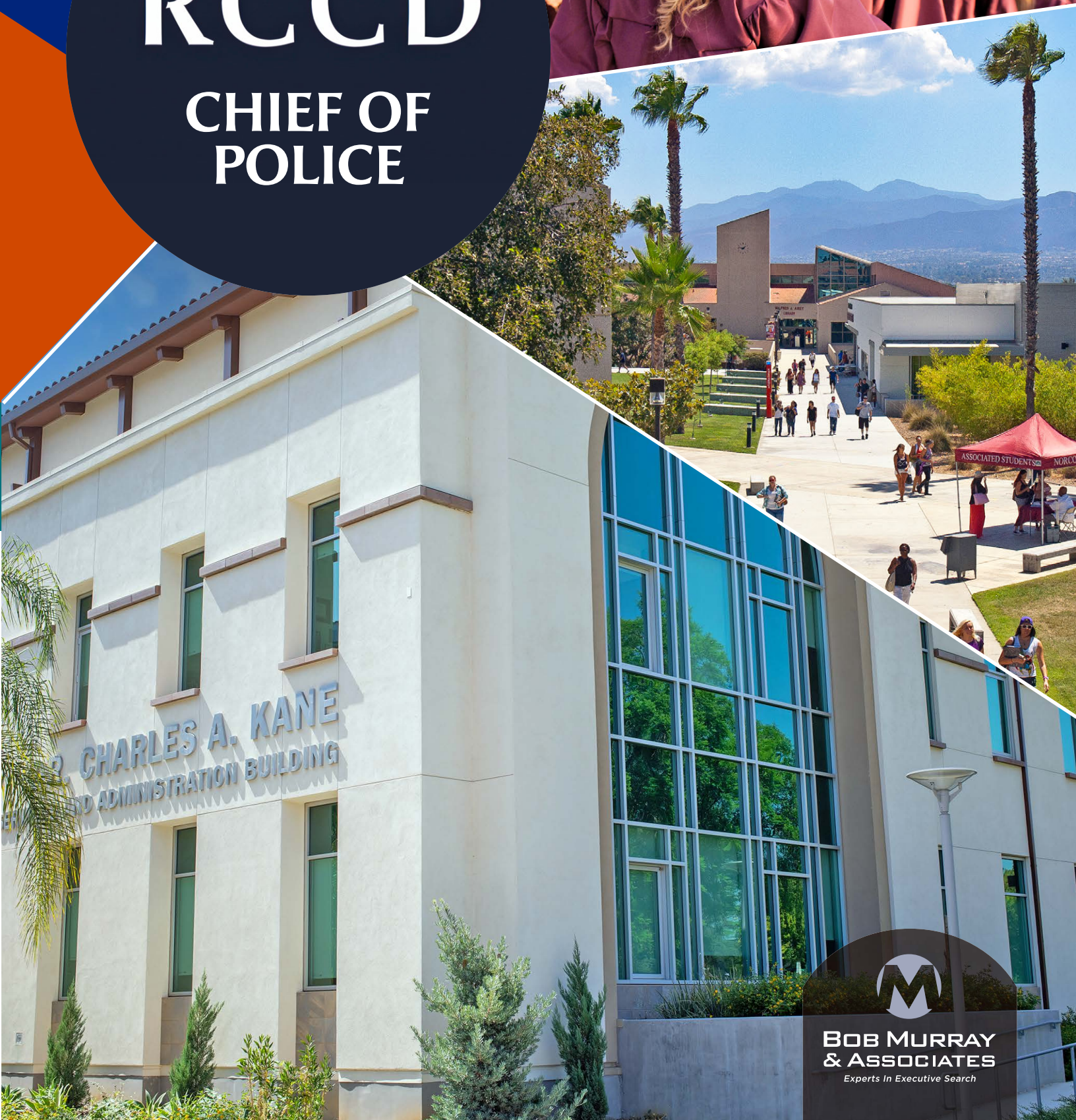
RCCD

CHIEF OF POLICE



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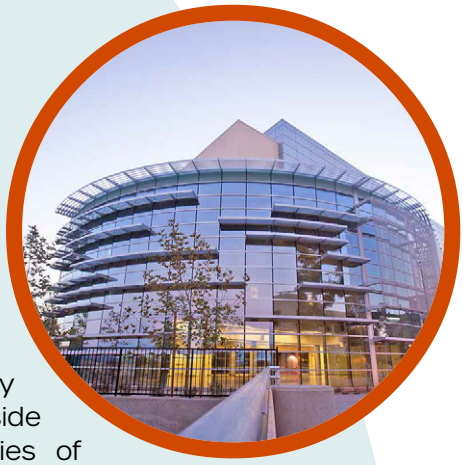
THE COMMUNITY & RCCD

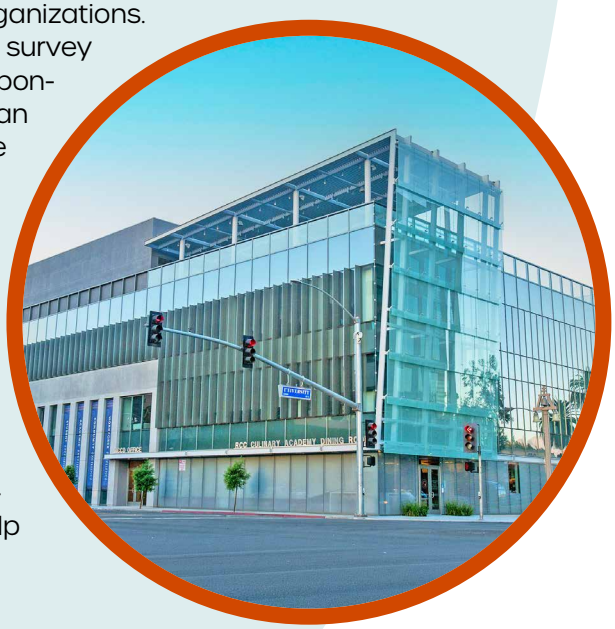


Located in the heart of Southern California's Inland Empire, Riverside Community College District serves a vibrant and growing region where education, innovation, culture, and opportunity intersect. Covering approximately 450 square miles of western Riverside County, RCCD serves the communities of Riverside, Moreno Valley, Norco, and surrounding areas through Riverside City College, Moreno Valley College, and Norco College. Together, the three colleges serve a diverse population of nearly 60,000 students annually and play an important role in the region's educational, economic, and social vitality.

Riverside, known as the "City of Arts & Innovation," is a dynamic community of more than 319,000 residents and a regional center for education, healthcare, business, culture, and technology. The city combines the character of established neighborhoods with the energy of a growing metropolitan area and offers an impressive range of arts and cultural activities, restaurants, parks, recreation, historic landmarks, and community events. Riverside's central Inland Empire location provides convenient access to Los Angeles and Orange counties, the mountains, Palm Springs, and Southern California's beaches and major employment centers.

The region's economy is diverse and increasingly connected to education, healthcare, advanced manufacturing, technology, clean and green industries, and entrepreneurship. Riverside's economic development efforts emphasize workforce development and partnerships among businesses, colleges, universities, and community organizations—creating opportunities for residents while strengthening the region's economic future.

For those who live and work in the region, Riverside offers a compelling balance of professional opportunity and quality of life. Residents enjoy access to outdoor recreation, arts and culture, higher education, diverse neighborhoods, and a strong network of civic and community organizations. A 2022 City quality-of-life survey found that 92.1 percent of respondents considered Riverside an active and healthy place, while 88.5 percent expressed pride in their community.



At the center of this dynamic region, Riverside Community College District is deeply connected to the communities it serves. With a longstanding commitment to access, student success, equity, and economic mobility, RCCD is positioned to help shape the educational and economic future of one of Southern California's most diverse and rapidly evolving regions.

THE POSITION

Under the general direction of the District Administrator, the Chief of Police serves as the District's chief law enforcement executive and provides strategic leadership and operational oversight for police services across the Riverside Community College District. As a sworn peace officer and member of the District's leadership team, the Chief is responsible for ensuring a safe, welcoming, and supportive environment for students, faculty, staff, and visitors across the District's colleges and facilities. The Chief leads the day-to-day operations of the Police Department, establishes and implements policies and procedures consistent with evolving law enforcement practices and applicable federal, state, and local requirements, and ensures that police services are aligned with the District's strategic priorities and commitment to student success.

A highly visible and collaborative leader, the Chief serves as the District's community policing advocate and builds strong partnerships with College and District leadership, Trustees, students, employees, community members, and regional law enforcement agencies. The Chief provides thoughtful guidance and recommendations on matters involving public safety, criminal activity and intelligence, emergency preparedness, and other issues affecting the campus community. The Chief will be expected to cultivate productive relationships with internal and external partners, participate in state, regional, and local law enforcement organizations and committees, and foster an environment in which communication, trust, accountability, and

collaboration are central to the department's work.

The Chief provides strategic direction for the Department's future, developing and implementing departmental goals and strategic plans while ensuring resources are effectively aligned with District priorities. Responsibilities include oversight of the Department's budget and fiscal operations, audits and inspections, investigations, required reporting including the Clery Report, and presentations to a wide range of stakeholders. The Chief also works closely with District, College, and campus partners to strengthen emergency preparedness and response capabilities and encourages regular communication and collaboration among management, staff, and campus units.

As the Department's Training Compliance Officer, the Chief ensures compliance with Peace Officer Standards and Training (POST) requirements and other applicable training standards while promoting the ongoing professional development of Department personnel. The Chief evaluates the Department's organizational structure and recommends adjustments to meet evolving District and College needs. Through effective leadership, the Chief recruits, develops, supervises, evaluates, and holds personnel accountable while fostering a professional, service-oriented culture. Ultimately, the Chief will bring together sound law enforcement practices with a strong commitment to partnership, communication, and the educational mission of Riverside Community College District.

THE IDEAL CANDIDATE

RCCD is seeking a strong, experienced, and collaborative leader with demonstrated experience serving a college or university as its next Chief of Police. The ideal candidate will bring a high level of professionalism, integrity, sound judgment, and emotional intelligence to the role, along with a genuine understanding of the unique public safety needs and dynamics of a diverse academic environment. The Chief will be comfortable engaging with and building trust among administrators, faculty, staff, students, and community members representing a wide range of ethnic, cultural, socioeconomic, and personal backgrounds. The successful candidate will demonstrate sensitivity to the diverse needs of the District community while adapting effectively to evolving leadership styles, priorities, and organizational needs.

The ideal candidate will be an exceptional people leader who can effectively supervise, manage, train, develop, and evaluate employees while fostering accountability, professional growth, teamwork, and high performance. The Chief will lead by example, consistently modeling impeccable professional ethics, integrity, conduct, and demeanor. A confident and decisive leader, the Chief will be prepared to take command during emergency situations, delegate effectively, establish clear expectations, and hold staff accountable for results. The successful candidate will also demonstrate strong organizational skills, meet deadlines, follow through on commitments, and ensure that tasks and responsibilities are completed in a timely and effective manner.

Strong communication and relationship-building skills will be essential. The Chief must be an articulate and approachable communicator who can convey information clearly and effectively, both orally and in writing, to a wide range of audiences, including individuals who may be upset, frustrated, or difficult. The successful candidate will establish and maintain positive, productive working relationships with students, employees, community members, peers, colleagues, supervisors, District executives, elected officials, allied public safety agencies, vendors, and contractors. The Chief will work cooperatively across organizational and jurisdictional boundaries, accept direction and feedback in a constructive manner, and foster an environment built on mutual respect, collaboration, and accountability.

Above all, RCCD seeks a Chief of Police who is committed to providing responsive, efficient, and high-level service to the entire District community. The ideal

candidate will combine strong law enforcement leadership with a service-oriented approach, sound judgment, cultural awareness, and the ability to navigate the complex and evolving needs of a diverse higher education environment.

Minimum Qualifications

A bachelor's degree from an accredited college or university in criminal justice, public administration, business administration, or a related field, along with ten (10) years of progressively responsible law enforcement experience encompassing the major phases of police work, including at least five (5) years of administrative and supervisory experience at a level comparable to police lieutenant or seven (7) years of experience as a police sergeant; or an equivalent combination of education, training, and experience.

A master's degree and experience working in a culturally diverse college or university environment are highly desirable.

Licenses and Certifications

The RCCD Chief of Police serves as a sworn peace officer of the State of California. In accordance with California Penal Code §832.4(c), each police chief, or other person in charge of a local law enforcement agency, appointed on or after January 1, 1999, must obtain the basic certificate issued by the Commission on Peace Officer Standards and Training (POST) within two years of appointment as a condition of continued employment.

Possession of California POST (or equivalent) Basic, Intermediate, Advanced, and Supervisory Certifications is required at the time of appointment. A POST Management Certificate is highly desirable.

The successful candidate must also be qualified to carry and use a firearm in accordance with applicable state regulations and possess a valid California driver's license. Proof of insurability may be required when operating a District or personal vehicle on District business.

COMPENSATION

The annual salary for the Chief of Police is **$171,335 - $208,593**; placement within this range is based off qualifications and experience. RCCD offers a comprehensive benefits package that can be found **here**.

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

Filing Deadline:
November 22, 2026

Following the closing date, resumes will be sent forward to the District and screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with the District. If you have any questions, please do not hesitate to call:

Mr. Jon Lewis
(916) 784-9080

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