

A NATIONAL SEARCH

is underway for a new
Deputy Chief of Police

Florida State University

Tallahassee, FL



DEPUTY CHIEF OF POLICE



THE **01.**
OPPORTUNITY



Florida State University (FSU) invites nominations and applications for the position of Deputy Chief of Police.

This is an exciting opportunity for an accomplished law enforcement leader to join one of the nation's most respected universities and help shape the future of public safety for a vibrant academic community.

The Deputy Chief will serve as a strategic partner to the Chief of Police, providing leadership in daily operations while supporting long-term vision and innovation. This role offers the chance to make a lasting impact by advancing the principles of 21st Century Policing, strengthening community trust, and fostering a culture of respect, culture of respect and accountability.

As part of an institution recognized for academic excellence and global engagement, the Deputy Chief will play a critical role in ensuring a safe and supporting environment where students, faculty, staff, and visitors can thrive.

02. THE UNIVERSITY

Florida State University (FSU) is one of the nation's most elite research universities and among the largest and oldest institutions in the State University System of Florida.

With nearly 44,000 students, approximately 6,600 employees, and an operating budget of \$2.2 billion, FSU provides a distinctive academic environment rooted in its cherished values and unique heritage.

Located on the oldest continuous site of higher education in Florida in the heart of Tallahassee, the state capital, FSU also maintains satellite campuses in Panama City and Sarasota. The University's seal embodies its mission—Vires, Artes, Mores (Strength, Skill, and Character)—and guides its commitment to developing new generations of citizen leaders.

FSU offers more than 276 degree programs across 18 colleges and its Graduate School, including highly ranked programs in medicine, law, criminology, and the arts. The University awards over 3,000 graduate and professional degrees each year. FSU is a demanding, intellectually stimulating, yet warm and caring environment for students and faculty. FSU also has over 60 years of international education leadership, with study centers in London, Florence, Valencia, and Panama City.



03. THE CITY OF TALLAHASSEE

Florida's vibrant capital city, Tallahassee, is home to just over 200,000 residents and serves as the state's political, cultural, and educational hub.

The city blends southern charm with a thriving arts and cultural scene, and it sits within easy reach of Florida's Gulf Coast beaches. Its strong connections to state government, higher education, and research make Tallahassee an ideal setting for university leadership.



04. THE POLICE DEPARTMENT

The Florida State University Police Department (FSUPD) is a fully accredited law enforcement agency serving both the Tallahassee and Panama City campuses with approximately 91 sworn officers.

The Florida State University Police Department (FSUPD) is a fully accredited law enforcement agency serving both the Tallahassee and Panama City campuses with approximately 91 sworn officers and numerous professional staff members delivering services while partnering with local, state, and federal agencies.

FSUPD embraces the principles of 21st Century Policing, focusing on trust, transparency, accountability, officer wellness, and innovation.

Florida State University (FSU) has demonstrated a strong commitment to public safety by investing more than \$25 million into the Florida State University Police Department in the past five years. FSUPD has upgraded and expanded the department's police fleet, acquired modernized weapons, and implemented cutting-edge artificial intelligence technology to enhance law enforcement capabilities.

Beyond these critical improvements, the University has also committed to the development of a state-of-the-art dispatch center, which will strengthen emergency response coordination and ensure greater safety for the campus community. This sustained investment underscores FSU's proactive approach to providing a secure environment for students, faculty, staff, and visitors.

The Department is organized into three bureaus, each led by a Police Captain reporting directly to the Deputy Chief:

- **Operations:** Patrol, SROs, Security, Traffic, Motors, and Special Events
- **Professional Standards:** Internal Affairs, Recruiting, Backgrounds, Training, Accreditation, Policy Development, Citizens' Police Academy
- **Criminal Investigations & Intelligence:** Criminal Investigations and Real Time Crime Center

In 2025, FSUPD officers were awarded for their courageous response to a campus shooting—demonstrating the department's dedication to valor, readiness, and service.



05. THE ROLE: DEPUTY CHIEF OF POLICE

The Deputy Chief of Police is a senior executive leader responsible for supporting the Chief of Police in all aspects of departmental operations.

This role provides strategic oversight of FSUPD's core bureaus and assumes full command in the Chief's absence.

Key Responsibilities Include:

- Directing daily operations of Patrol, SROs, Security Staff, and Evidence
- Leading policy development, budget planning, and personnel allocation
- Serving as incident commander for major events and on-call emergencies
- Building strategic partnerships with law enforcement agencies, university departments, and community stakeholders
- Mentoring and developing officers, managing performance, and driving professional growth
- Coordinating investigative procedures, technology integration, and departmental efficiency

This is a mission-driven leadership opportunity for a law enforcement professional who brings tactical expertise, strategic vision, and a passion for community engagement.

More Than a Campus—A Community Mission

At FSU, public safety is not confined to the perimeter of campus. It's a shared responsibility that extends into the broader Tallahassee community. The Deputy Chief of Police plays a pivotal role in shaping a culture of trust, transparency, and transformation, where law enforcement is a partner in education, prevention, and progress. This is a leadership opportunity for someone who sees policing as a force for good, a natural people connector, and for someone ready to help shape the future of university law enforcement in one of Florida's most respected Universities.



06. IDEAL CANDIDATE

The successful candidate will be a proven law enforcement leader with strong operational expertise, strategic vision, and a record of fostering community partnerships.

The ideal candidate will be an inspiring communicator who listens with empathy, leads with conviction, and embraces innovation in public safety. It is expected that the ideal candidate will have genuine law enforcement experience and expertise in multiple areas under their leadership.

Key qualities include:

- Commitment to community engagement and progressive policing strategies.
- Ability to support officer wellness and make fair, decisive personnel decisions.
- Experience with accreditation processes, technology, and modern policing practices.
- Integrity, resilience, adaptability, and a collaborative leadership style.

The ideal candidate will play a vital role in reinforcing the Chief's vision, ensuring operational excellence, and fostering a safe, environment for students, faculty, staff, and visitors.

Qualifications

- Bachelor's degree and six years of sworn law enforcement experience
- Must meet the requirements of Section 943.13, Florida Statutes
- Valid Florida or Georgia driver's license (or ability to obtain prior to hire)
- Preferred: Experience at a large university



07. COMPENSATION & BENEFITS

FSU offers a competitive compensation package with salary commensurate with experience, a robust total rewards program, and special risk benefits under the Florida Retirement System. Relocation assistance may be considered.



The **mission of the Florida State University Police Department** is to protect the lives and well-being of students, faculty, staff, and visitors through professional law enforcement services, proactive crime prevention, collaborative partnerships, and innovative technologies.

08.

APPLICATION PROCEDURES



APPLY TODAY!

Applications should include a cover letter, comprehensive resume, and five professional references. Review of applications will begin immediately and continue until the position is filled.

APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

(916) 789-9990 (office)

www.publicsectorsearch.com

Gary Peterson, President

gary@publicsectorsearch.com

(916) 622-5323 (Mobile)

Justin Doll, Senior Consultant

justin@publicsectorsearch.com

(907) 748-5746 (Mobile)

6520 Lonetree Blvd. STE 1040

Rocklin, CA 95765



Raising the bar for Public Sector Search

ADDRESS

6520 Lonetree Blvd.
Suite 1040
Rocklin, CA 95765

PHONE & FAX

Phone (916) 789-9990
Fax (916) 290-0201

WEB & EMAIL

Email info@publicsectorsearch.com
gary@publicsectorsearch.com
Web publicsectorsearch.com

 **Public Sector**
SEARCH & CONSULTING