



POLICE CAPTAIN



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Port Corpus Christi (PCCA) is currently seeking a Police Captain. Who under limited supervision, and general direction of the Chief of Port Security (Chief), this position is responsible for overall management and administration of Port Corpus Christi Police and Security Department and reports directly to the Chief of Port Security.

ESSENTIAL FUNCTIONS:

- Enforces, stays abreast of and ensures compliance with applicable federal and state laws, including, but not limited to, all security-related Federal regulations, the Maritime Transportation Security Act, Federal Regulation 33 CFR 105, Texas Penal Code, Code of Criminal Procedure, and PCCA Ordinances/Tariffs
- Assists the PCCA Chief of Port Security (Chief) in the fulfillment of departmental initiatives, activities, and supervision of staff, and serves as Acting Chief and Alternate Facility Security Officer in Chief's absence
- Supervises, guides, directs and oversees PCCA Police Lieutenants and all other PD subordinate staff concerning all aspects of port security
- Manages work schedules and staffing requirements, develops and implements procedures for security and law enforcement activities including determining techniques, necessary materials and equipment to be used, works closely with Contract Security Officer Supervisors
- Directs, and when necessary, participates in the patrols of PCCA property by vehicle, vessel, or on foot to prevent, discover, and deter security breaches, and the commission of crimes
- Manages criminal history, background check and security access programs
- Responds to crimes in progress, or dispatched calls, conducts vehicular, vessel and other searches in conjunction and with federal law enforcement agencies as required and when necessary
- Assigns, plans and participates in surveillance and undercover work, engages in detentions and arrests of persons violating State and U.S. laws, and conducts searches and seizures incident to the arrest or when appropriate, by warrant
- Approves, plans, organizes and supervises a variety of criminal investigative and analytical assignments to include analyzing initial allegations and recommending required investigative resources and collateral support, investigating allegations of crimes, crime scenes, and misconduct
- Reviews investigative strategies and makes recommendations concerning the investigation of crimes as needed
- Conducts interviews and collects evidence when necessary, ensures professionalism and confidentiality during the law enforcement process
- Reviews PCCA employee/applicant background investigations and periodic updates
- Provides comprehensive reports to the Chief and notifies Chief of all enforcement activity involving PCCA personnel either on or off duty or within the PCCA



ESSENTIAL FUNCTIONS cont'd:

- Prepares and presents findings orally and in writing to managers, prosecutors, and other high-level officials in an accurate, professional manner, testifies as a government witness before Grand Juries and in courts regarding criminal cases, testifies at administrative hearings in non-criminal cases, ensures accurate reports are prepared by subordinates and cases are filed with prosecutors
- Requires subordinate supervisors to submit activity reports regarding PD personnel assigned to joint investigations and/or task forces
- Keeps Chief informed of issues affecting PCCA security, customer satisfaction, operational readiness, staffing, and/or the morale of staff
- Assists Chief in preparing documents/talking points for meetings and assists in the development of a positive police image strategy with tenants served
- Identifies and prepares amendments to the Facility Security Plan in accordance with applicable federal statutes and regulations, submits amendments to the Chief (Alternate Facility Security Officer) and implements amended procedures after approval
- Revises and updates the PCCA's police and security policy and procedures manual, and the Security Guard Standard Operating Procedures
- Creates, implements and revises the Surveillance Analyst Policy and Procedure Manual as needed, maintains and manages the Security Management System
- Assists in the implementation of security-related infrastructure, including lighting, fencing, access control and closed circuit TV systems
- Coordinates activities with local, state and federal law enforcement agencies, establishes and maintains solid working partnerships with same
- Communicates effectively with the general public, PCCA employees, tenants, vendors and those who have official business on PCCA property, maintains a high level of competence, professionalism and ethical standards both on and off duty
- Takes proper safety precautions when operating vehicles, equipment, materials and weapons
- Evaluates and approves purchases of supplies, equipment and tools for use in performing security/law enforcement duties
- Works with and makes recommendations regarding fiscal operations and purchases for the department, adheres to bid procedures and budget
- Assists in the identification and preparation of security grants and integrating the equipment purchased with grant funds into the existing PCCA security systems
- Promotes safety awareness and environmental consciousness, complies with all applicable safety and environmental procedures and regulations
- Adheres to PCCA policy and applicable laws, ensures supervised staff does same, and holds subordinate staff accountable for non-compliance with departmental, PCCA policy/procedures, and SEAPORT values
- Assists in the identification of annual goals, objectives, and the development of individual training plans in conjunction with subordinate staff, monitors subordinate progress and provides regular oral and written guidance and evaluation



ESSENTIAL FUNCTIONS cont'd:

- Maintains good employee relations and assists subordinates in day-to-day work issues, initiates plans to motivate staff to achieve work goals
- Supervises, plans, assigns and reviews the work of assigned personnel, assists with evaluation of assigned staff, makes recommendations for job assignments, salary increases, commendations and/or disciplinary actions including hiring, firing, advancements, promotion or other changes of employment status, works with Human Resources department to develop Employee Improvement Plans as needed
- Coordinates training requirements for PCCA police force and attends mandatory PCCA provided training/testing including but not limited to, 33CFR105 and ICS 300 and ICS 400, and adheres to and stays abreast of the contents thereof
- Schedules and participates in the development of mandatory and non-scheduled facility drill and exercise requirements as outlined within 33 CFR Part 105.220, prepares and executes Declarations of Security, ensures record keeping requirements are met for Facility Security Plan/Facility Security Assessment (FSP/FSA)
- Drives vehicle to complete assigned tasks and works minimum forty hour week shift, subject to duty at all times (24 hour basis) and in case of special needs or emergencies
- Functions in pre-and post disaster preparedness as Tier 1 employee



CANDIDATE PROFILE

The preferred candidate for this position should be a disciplined, perceptive individual, expected to possess exceptional work ethic and integrity, and the ability to communicate effectively with the public, PCCA stakeholders, and staff. The successful candidate for this position must be willing to undergo a background investigation, a credit report inquiry, and post-offer physical and psychological evaluation, as well as post-offer and random drug testing. He/she must possess:

EDUCATION AND CREDENTIALS

- High school diploma or GED
- Bachelor's degree from an accredited college or university in criminal justice, management, public administration or closely related field preferred
- Successful completion of management/ leadership instruction course from a recognized law enforcement facility preferred
- Texas Commission on Law Enforcement (TCOLE) certified peace officer
- Good driving record with valid driver's license
- Must not have had any TCOLE adverse actions, received any traffic citations or been involved in any chargeable traffic accidents in the past two years
- Must obtain and maintain current CPR certification with the use of AED
- Eligible to obtain a Transportation Worker Identification Card (TWIC) in accordance with 33 CFR 101.514 (TWIC Requirement) for access to restricted areas utilizing TWIC credentials; disqualifying background criteria for TWIC provided in 49 CFR 1572

EXPERIENCE & JOB KNOWLEDGE

- Possess a minimum eight (8) years law enforcement experience with six (6) years increasingly responsible supervisory experience in law enforcement administration and methods of crime prevention and detection or in the type of duties outlined above. Experience must be within the last five (5) years and may be civil or military, preferably involving maritime activities, or acceptable equivalent experience
- Previous experience with a dispatch radio system, security surveillance system, computer-aided dispatch system and automated vehicle location system preferred
- Working knowledge of the Texas Penal Code and Code of Criminal Procedure
- Knowledgeable of TCOLE Rules and Regulations, Instructor Certificate preferred
- Knowledge of the Chemical Facility Anti-Terrorism Standard (CFATS), ports and port security operations preferred
- Knowledge of principles, practices and techniques of effective supervision (instructing, delegating, motivating, evaluating, planning, and training) of work/performance
- Knowledge of administrative practices and policies related to budget, personnel and cost controls preferred
- Familiar/understanding with the inner workings of relevant Federal, State and Local agencies preferred



TECHNICAL AND MENTAL SKILLS

- Proficiency of the English language, effective clear verbal and written communication skills, oral and written proficiency in the Spanish language preferred
- Demonstrated proficiency with a personal computer with experience in Word, Excel, Powerpoint, Access and Adobe Acrobat desired
- Ability to complete clear, accurate and concise written reports and written materials
- Ability to read, analyze and interpret policies, rules, regulations, instructions, general business periodicals, professional journals, technical procedures, laws and law enforcement literature
- Must possess self-control, tact, good judgment, emotional and mental stability
- Must be reliable, trustworthy, dependable and maintain a good attendance record
- Ability to work and lead in a team environment and to plan, direct, coordinate and review the work of subordinate personnel and to guide and train staff in work procedures and techniques and provide for their professional development
- Customer service oriented, strong conflict resolution, organizational and multi-tasking skills
- Adept with operating pistols, shotguns and rifles, motor vehicles and equipment listed to perform essential functions
- Ability to foster cooperative working relationships with and among various federal, state, local, and private industry partners
- Ability to motivate and energize staff with a hands-on approach and willingness to lead by example

ESSENTIAL PHYSICAL ABILITIES

- Ability to perform essential job functions, with or without accommodation, including but not limited to, regularly sitting, standing, walking, speaking, hearing, reading, using hand to finger movements, frequently reaching, kneeling, twisting, squatting, crouching, crawling and lifting and/or moving varying amounts of weights depending upon task, and occasionally required to respond to physical encounters, attacks and/or perform foot pursuits
- Communicating verbally, in writing, and over devices such as the phone, radios, and portable radios
- Work in general office environment with some exposure to adverse weather conditions, fumes and/or airborne particles, at times may be exposed to physical danger, hazards associated with protecting the PCCA, and moderate noise levels
- Ability to operate standard office equipment, various types of motor vehicles, patrol boats, and firearms (including hand-gun, rifle, and shotguns), patrol car mobile data terminals (MDT's), and in-car audio/video systems
- Ability to pass a physical exam, including drug screen
- Ability to work requisite hours, varying schedules including nights, weekends, holidays and on call to fulfill position objectives



COMPENSATION & BENEFITS:

Our employees enjoy a fabulous benefits package including:

Competitive salary paid bi-weekly	Tuition reimbursement
Texas County & District Retirement System (TCDRS) retirement system	Passes to local venues, such as the Texas State Aquarium and the USS Lexington Museum
457 deferred compensation plans	Paid leave (vacation/sick/bereavement)
Flexible Spending Account	Eleven paid holidays
Low-cost, high quality benefit package including health, dental & vision plan	Volunteer Time Off, Wellness Program & Health Club benefit

Salary commensurate with experience.

APPLICATION PROCESS

The Interested and qualified candidates may apply online at www.portofcc.com or by contacting Workforce Solutions of the Coastal Bend at (361) 882-7491. Applications and resumes must be submitted to the PCCA Human Resources Department on or before March 8, 2019, 4pm CST.

Candidates for this position must provide copies of three (3) self-authored, written reports which have been submitted to an employer within the last year. Successful candidates must submit the following information:

TCOLE Training Records

High School Diploma and/or College Transcripts

DD214 (copy) 4 (if applicable)

PCCA leadership will review submittals and the most qualified candidates will be invited for a meeting to further discuss the position. The successful candidate will undergo a background investigation.

PCCA is an Equal Opportunity Employer



ABOUT PORT CORPUS CHRISTI

MISSION

Leverage commerce to drive prosperity

VISION

To be the energy Port of the Americas

WHO WE ARE

- >100 million revenue tons in 2017 (4th in nation)
- >85,000 Port related jobs with 200 + Employees
- >\$335 Million State and Local Tax Revenue
- Over 25,000 acres under management
- Public Corporation and Texas Political Subdivision
- 10-Year \$1 Billion Capital Investment Project

IN THE LAST DECADE

- Significant Diversification of Cargo & Customers
- Operating Revenues of Nearly \$100 Million
- Total Assets in Excess of \$700 Million
- Capital Expenditures in Port Infrastructure exceed \$100 Million annually
- Environmental Investments > \$25 Million

PCCA facilitates goods movement all over the world; from petrochemical to agriculture; from wind components to hot briquette iron.

PCCA is a recognized leader in environmental initiatives and stewardship

PCCA's Engineering Services Department is responsible for execution on over \$700 million in capital projects over the next decade.

PCCA is protected by a state-of-the-art security department, with a fully sworn police force

PCCA operations are guided by an Environmental Management System, ISO 14001, providing environmental awareness and protection of assets.

PCCA is governed by a seven-member board with appointees from the City of Corpus Christi, Nueces County and San Patricio County.



Corpus Christi is a coastal city in South Texas with a temperate climate and friendly people. The region features miles of shoreline and abundant outdoor recreational opportunities, numerous festivals, entertainment venues and culinary options. A strong local workforce is bolstered by exceptional higher education opportunities at Texas A&M University Corpus Christi and through the Del Mar College System. With a metropolitan area of nearly half a million people, the city is packed with modern amenities and traditional comfort.