



The Town of Sardis Police Department is seeking a dedicated, professional, and community-focused Police Chief to lead a small municipal police department. The Police Chief serves as the department's chief law enforcement officer and is responsible for overseeing all police operations, personnel, investigations, community relations, and public safety initiatives. The successful candidate will demonstrate strong leadership, excellent communication skills, sound judgment, and a commitment to serving the community with integrity and professionalism.

Essential Duties and Responsibilities

- Plan, direct, and supervise all police department operations and personnel.
- Ensure the enforcement of federal, state, and local laws and ordinances.
- Conduct and oversee criminal and administrative investigations.
- Develop and maintain positive relationships with residents, businesses, schools, and community organizations.
- Prepare and manage departmental budgets and resources.
- Develop department policies, procedures, and training programs.
- Coordinate emergency response efforts and public safety initiatives.
- Maintain accurate records, reports, and evidence management systems.
- Attend municipal board meetings and provide recommendations regarding public safety matters.
- Recruit, train, evaluate, and mentor police department personnel.
- Ensure compliance with applicable laws, regulations, and professional standards.
- Foster a culture of accountability, professionalism, and community policing.

Required Qualifications

- High school diploma or GED required; associate's or bachelor's degree in Criminal Justice, Public Administration, Law Enforcement, or related field preferred.
- Mississippi law enforcement certification or ability to obtain certification as required by state law.
- Minimum of five (5) years of progressively responsible law enforcement experience, including supervisory experience.
- Valid Mississippi driver's license.

Knowledge, Skills, and Abilities

Communication Skills

- Excellent verbal and written communication skills.
- Ability to effectively communicate with elected officials, employees, community members, and external agencies.
- Skilled in conflict resolution and public speaking.

Investigation Skills

- Strong knowledge of criminal investigations, evidence collection, interviewing techniques, and case management.
- Ability to oversee and conduct complex investigations and prepare detailed reports.

Municipal Knowledge

- Working knowledge of municipal government operations, policies, budgeting, and public administration.
- Understanding of local government regulations and procedures.

Leadership Skills

- Proven leadership and supervisory abilities.
- Ability to motivate, develop, and manage personnel effectively.
- Demonstrated decision-making and problem-solving skills.
- Commitment to ethical leadership and professional accountability.

Physical Requirements

- Ability to perform duties associated with law enforcement activities, including responding to emergencies, operating vehicles, and working in varying weather conditions.
- Ability to meet physical requirements established by state and departmental standards.

Salary and Benefits

Salary: Competitive and commensurate with qualifications and experience.

Benefits Include:

- Full-time employment
- Health insurance coverage
- Retirement benefits through the applicable Mississippi public employee retirement system
- Paid holidays
- Vacation leave
- Sick leave
- Professional development and training opportunities

Application Process

Interested candidates should submit to Sardis City Hall:

- Resume
- Employment application
- Copies of relevant certifications and training records
- Professional references

Applications will be accepted until **June 26, 2026**.

Equal Opportunity Employer

The Town of Sardis is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, veteran status, or any other protected status under applicable law.

FLSA: Exempt

REPORTS TO: Mayor

SUPERVISES: Police Department/Police Officers

Advertised on June 12, 2026