



CHIEF OF POLICE

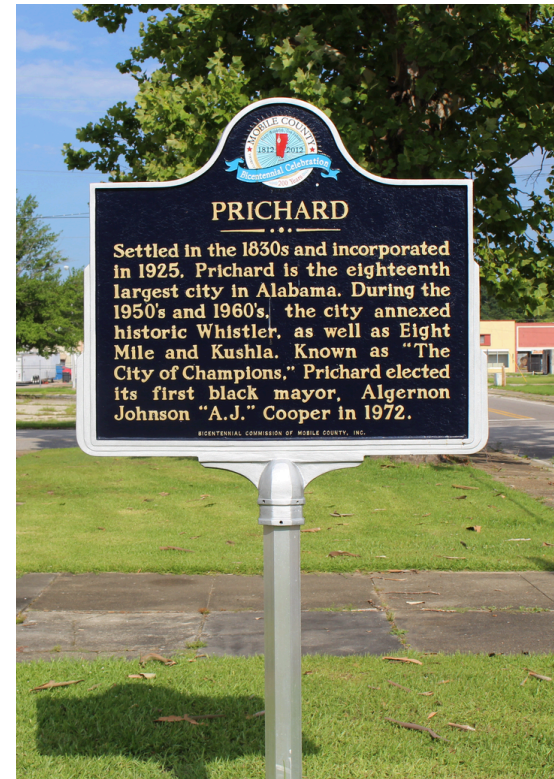
City of Prichard, AL

The City of Prichard, AL is seeking an experienced law enforcement leader with a demonstrated track record of organizational rebuilding to serve as the next Chief of the Prichard Police Department.

About Prichard, Alabama

Just five miles north of Mobile is a city that is storied in its own right. According to the Encyclopedia of Alabama, the community that is now Prichard, Alabama was originally the site of a station on the Mobile and Ohio Railroad. In 1879, Cleveland Prichard purchased land and grew an agricultural empire. The town grew quite rapidly just before World War I as a residential community for Mobile's shipbuilding workforce. In 1925, town residents voted to incorporate.

Today, with a population of about 18,800, Prichard is a charming city of residential neighborhoods, commercial corridors, and historically distinct communities. As part of the greater Mobile area – which has seen recent investments of over \$400 million – Prichard is enjoying a new era as part of the region's growing innovation, manufacturing, and distribution hub. Under the transformational leadership of Mayor Carletta Davis, Prichard is focused on rebuilding strong institutions, modernizing infrastructure, strengthening communities, and positioning the City for long-term growth.



The Opportunity

The Prichard Police Department has faced its share of internal challenges. Since June of 2026, the Mobile County Sheriff's office has had responsibility for law enforcement in Prichard. In July 2026, a grand jury called for dismantling the department as it once existed and rebuilding the department from the ground up.

“We will meet this moment with courage, determination, and an unwavering focus on doing what is right for the people of Prichard.”
– Mayor Carletta Davis

Part of this rebuilding effort includes the recruitment of a new Police Chief. Not only a seasoned law enforcement leader, the next Chief will be an organizational turnaround executive and a culture-change leader with the ability to engender the trust of Prichard residents in their Police Department.

An Unmatched Opportunity for a Forward-Focused Builder

The next Chief of the Prichard Police Department will be an organizational turnaround executive, a culture-change leader, and a believer in the idea that municipal organizations can be better because communities deserve better.

This is an opportunity for a visionary leader to build a department that operates professionally and with accountability, prioritizes community safety and well being, and engenders the trust of the people it serves.

The ability to establish basic services for themselves, including a police force, was the reason that the residents of Prichard, Alabama voted to incorporate in 1925. Nearly a century later, Prichard has **an opportunity to reimagine and rebuild its public safety organization**. Under the right leadership, with new policies and practices, and aligned with the Mayor's vision for the future of Prichard, the City can deliver on its promise to its community.

Beyond the fundamental changes to public safety, the City of Prichard has committed to a strategy to realize a long-term vision of a stronger and healthier community. The City's [100-Day Plan](#) starts with an understanding of where Prichard stands today in the areas of public safety, infrastructure, neighborhood quality, economic opportunity, government operations, and community engagement, and rolls out initiatives to achieve real, visible progress across all of these areas.

The Next Prichard Police Chief

The Mayor and the five members of the Council of the City of Prichard seek an exceptional law-enforcement executive to lead the transformation and rebuilding of the Prichard Police Department. This is not a traditional police chief assignment. The successful candidate will be both an accomplished law-enforcement professional and a transformational organizational leader capable of rebuilding leadership and personnel systems, establishing a culture of accountability, and restoring public legitimacy while implementing and maintaining effective public safety services.

The qualified candidate for the position of Chief of Police will have a bachelor's degree from an accredited college or university in criminal justice or a closely related field and seven (7) years of progressively responsible supervisory police agency experience, including staffing, community relations, crime investigation, budgeting, planning, training, research, analysis and crime prevention strategies. At least five (5) years of the experience must have been in an administrative and managerial capacity with program responsibility. A master's degree in criminal justice or a closely related field may be substituted for two years of the non-administrative, non-managerial experience.

An annual salary of \$100,000 has been approved for this position.

The successful candidate will be a senior-level law-enforcement leader with the following set of experience, knowledge, and skills:

- In-depth understanding and knowledge of modern policing practices in the context of state and federal laws, regulations, public safety policies
- Demonstrated appreciation for and ability to effectively lead a diverse workforce
- Proven ability to identify, adopt, and leverage technology in both the direct areas of law enforcement and in engaging the community to build trust, understanding, and transparency
- Experience in creating a positive work culture based on integrity, trust, and fairness
- Strong communication and collaboration skills that reach beyond the department, across City agencies and offices, and into the community
- Strong strategic vision and planning abilities
- The highest ethical standards and integrity
- Experience as an effective operational administrator



The Next Prichard Police Chief (cont.)

The ideal candidate will clearly demonstrate key values, skills, and knowledge across the following areas:

Transformational Leadership — A proven ability to lead organizations through significant institutional change, particularly in circumstances involving misconduct, loss of public trust, external oversight, or accreditation challenges.

Exceptional Integrity & Ethical Courage — An unimpeachable commitment to ethical conduct and the courage to confront misconduct, conflicts of interest, and entrenched organizational practices, regardless of internal or political pressure.

Culture Change & Organizational Development — The ability to move beyond policies and training to change the informal norms, incentives, supervisory practices, and behaviors that define an organization's culture.

Personnel & Leadership Judgment — Demonstrated experience evaluating senior leadership and personnel, developing new leaders, making difficult disciplinary and personnel decisions, and building a workforce aligned with the values and expectations of a reconstituted department.

Accountability & Reform — Strong knowledge of contemporary police accountability systems, including professional standards, internal investigations, early-intervention systems, supervisory accountability, performance management, data-driven oversight, and independent review.

Community Trust & Legitimacy — Exceptional ability to engage residents and stakeholders who may be skeptical, angry, or deeply distrustful of law enforcement. The candidate must understand that lasting public trust is earned through institutional behavior, transparency, fairness, and consistent accountability.

Operational Leadership — The ability to maintain effective public safety operations while simultaneously undertaking profound organizational change. The Chief must be capable of balancing immediate operational demands with a long-term transformation agenda.

Transparency & Communication — A highly effective communicator who can acknowledge institutional failures without defensiveness, explain difficult decisions, communicate progress candidly, and establish credibility with employees, elected officials, residents, and external oversight bodies.

To Apply

The Mayor and Council of the City of Prichard are partnering with [PoliHire](#) in the search for the next Chief of the Prichard Police Department. If you are interested in this position, please attach 2 PDFs – a letter of interest and a resume – in an email to: PRICHARD_POLICE_CHIEF@POLIHIRE.COM.