Francis J. Sousa was appointed Chief of Police for the Village of Key Biscayne on October 18, 2021. Prior to this appointment, Chief Sousa served as the Assistant Chief of Police of the Fort Lauderdale Police Department.

Francis Sousa served the Fort Lauderdale Police department for over 22 years, 15 of which had been in a supervisory or command capacity. Francis Sousa served in every facet of the department. Assignments included Operations Bureau, Investigations Bureau, Office of the Chief, and Administration. Throughout his career, he has served in critical positions to include Public Information Officer, Special Events and Emergency Management, Community Policing, and Human Resources.

Chief Sousa commanded and participated on the Tactical Bicycle Platoon for 10 years and led the Honor Guard for 17 years. His forward-thinking ability brought many innovative changes to the Fort Lauderdale Police Department. Some of those innovations included hiring a full-time police psychologist for officers and their families, re-designing the hiring and backgrounds process to improve diversity, creating a police explorer program and the first in-house police explorer academy, and outsourcing police involved incidents and shootings to the Florida Department of Law Enforcement.

Chief Sousa graduated from the following Law Enforcement Executive Schools:

* 278th session of the FBI National Academy
* Senior Management Institute for Police (P.E.R.F.)
* 70th session of S.P.I. Command Officer’s Development Course

Chief Sousa is trilingual (English, Spanish and Portuguese) and possesses the executive management skills and vision necessary to strengthen community trust. He was raised in New England and moved to South Florida in his teenage years. He earned a Bachelor of Science in Criminal Justice from Florida International University and a Master’s in Criminal Justice from Nova Southeastern University.

Chief Sousa has served as a board member for the Florida Public Information Officer Association and is a member of Miami-Dade and Broward Chiefs of Police Association. He has received several public and departmental commendations throughout his career for his service. He was recognized by the International Association of Chiefs of Police in 2016 for being one of the top 40 executives under the age of 40.