



## Anishinabek Police Service

THE ANISHINABEK POLICE SERVICE IS LOOKING FOR A DYNAMIC, ENTHUSIASTIC AND MATURE INDIVIDUAL TO ASSIST THE ORGANIZATION IN SUCCESSFULLY MEETING THEIR MANDATE AND MISSION STATEMENT.

**Position:** Deputy Police Chief  
**Location:** Garden River Headquarters

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**Purpose:** To be responsible for providing operational leadership to detachment personnel in the delivery of policing Services and efficient cost-effective detachment operations. The Deputy Police Chief directs and oversees the efficient and effective management and delivery of support programs and Services and works collaboratively with the Senior Management Team.

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**Major Responsibilities:** Major responsibilities will be achieved by the following:

**Strategic Leadership:**

Working collaboratively with the Police Chief and participating in the development of the strategic plan in accordance with the vision and mission of the Anishinabek Police Service, while recognizing opportunities for change and ongoing improvements to service.

**Operational and Financial Leadership:**

Assisting the Police Chief to allocate resources, monitor, evaluate and report on results and adjust direction to ensure efficient, effective and consistent Service delivery to meet A.P.S. goals, objectives and plans.

**Human Resources Leadership:**

Demonstrating a leadership style capable of developing and sustaining a cohesive service with high standards of performance where officers and others understand they are accountable for their performance and behaviour.

### **Understanding and Facilitating Effective Relationship with External Stakeholders:**

Providing ongoing liaison with First Nation Chief and Councils through an effective and efficient communications model.

### **Promoting a Safe Work Environment:**

Consulting with member Nations at their discretion in relation to issues of community safety.

### **Knowledge and Skills:**

Knowledge and skill in the application of A.P.S. operations and business administration policies, procedures, practices, methods and techniques, as well as a thorough understanding of diverse and involved community needs, trends and directions impacting law enforcement and public order to plan, organize, co-ordinate and adjust complex and involved detachment priorities to meet corporate and community goals, objectives and values. The position requires advanced knowledge and skill in Police operations and related human resources, short/long range planning, as well as, expertise in employment-related legislation, policies, programs and processes.

### **Judgment:**

The position works under the general direction of the Police Chief and exercises independent judgment and authority in directing support programs and human resources related matters. Judgement is exercised in assisting in organizing and managing the delivery of diverse and complex A.P.S. general and specialized Services to meet the community policing requirement to preserve public order and safety interests of local and regional interest in an area with a high volume of often unpredictable and diverse occurrences. Assists in determining training priorities, staff development, performance evaluations, disciplinary process; managing serious human resources legal and related issues.

## QUALIFICATIONS

BASIC REQUIREMENTS (Must be met in order to qualify for an interview.)

- Experience in senior level position at a recognized police service
- Only applicants with recent management experience will be considered
- Preference will be given to applicants with Senior Management experience in a self-administered First Nation Police Service
- Preference will be given to applicants of First Nation descent

## TERMS OF EMPLOYMENT

This position is a contract position. The anticipated start date is as soon as possible and will conclude December 01, 2011.

SALARY                      As per APS salary scale

DEADLINE:                Please forward an A.P.S. application for employment form and resume with 3 references no later than November 22, 2010 at 12:00 noon.

A complete position description will be made available upon request. Additional information on the Police Service can be located on the world - wide web at [apscops.org](http://apscops.org)

Forward to:

Police Chief  
Anishinabek Police Service  
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Garden River, Ontario  
P6A 6Z6  
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