



NISHNAWBE-ASKI POLICE SERVICE DEPUTY CHIEF OF POLICE

Since its inception in 1994, the Nishnawbe-Aski Police Service (NAPS) has grown to become Canada's largest First Nations police service with more than 150 uniformed officers throughout 35 communities and across a territory which encompasses nearly two-thirds of the Province of Ontario.

The NAPS's mission is to provide unique, effective, efficient and culturally appropriate policing services to the people of the Nishnawbe-Aski area in a manner which promotes harmonious and healthy communities. To achieve this mission, NAPS will work in close partnership with the communities they serve towards a strong commitment to:

- Be representative of the communities they serve;
- Employ a community oriented style of police service;
- Protect persons and property through crime prevention, community education, and appropriate law enforcement; and
- Provide a level and standard of police service of the same or higher quality that exists elsewhere in Canada.

With overall strategic direction from a Board consisting of representatives of Tribal Councils as well as independent First Nations, NAPS is seeking a seasoned and committed policing executive who will serve as the Deputy Chief of Police, assisting this growing organization to broaden its reach and impact as a high quality front-line policing service.

THE CANDIDATE:

The Deputy Chief of Police, under the direction of the Chief of Police will be responsible for managing, planning, organizing and coordinating the work of sworn and civilian personnel in the day to day operations. The successful candidate will work closely with a second Deputy Chief of Police to provide highly complex administrative and operational support to the Chief of Police. As a member of the executive team, the Deputy Chief of Police will also be involved in corporate strategic planning/decision making and may act as Chief of Police in his/her absence.

As the Deputy Chief of Police, you will establish, implement, and manage procedures and mechanisms for the effective and efficient provision of services in keeping with legal requirements, ethics, and professional standards, as well as the overall mission, values, and goals of NAPS. The successful candidate will also possess the following key qualifications:

- A post secondary degree or equivalent experience and professional development, ideally in a related field, with a minimum of 7 years law enforcement and supervisory experience, or a combination of education and experience;
- Comprehensive knowledge of modern law enforcement requirements, programs and activities, with an ability to analyze complex related problems and issues and to adopt effective responses and solutions;
- Thorough knowledge of and sensitivity to the diversity of First Nations peoples, organizations, communities and cultures and experience working with federal, provincial, and First Nations governments;
- Strong public relations and interpersonal skills with a proven ability to establish, build, and maintain excellent partner and stakeholder relationships in order to influence effective outcomes;
- Excellent knowledge of office management and police administration practices and principles, including budgeting, planning, and forecasting;
- Superior verbal and written communication skills (bilingualism in a First Nations language is an asset);
- Excellent political acumen with superior demonstrated tact and diplomacy;
- Ability and willingness to travel and fly to remote communities; and
- Preference will be given to Aboriginal candidates.

An attractive comprehensive compensation package with full benefits is offered for this executive role located the Thunder Bay, ON area. If you are excited about this senior management role with a growing First Nations policing organization, please provide your resume and cover letter in complete confidence by **Wednesday, September 2nd, 2009** to: Stan Higgins, preferably by Email: stanhiggins@higginsinc.com or by Fax: (204) 257-9707.

If you have any questions, please do not hesitate to contact Stan Higgins directly by Phone: (204) 414-2850 or via Email.

