



# U.C.C.M. ANISHNAABE POLICE

## CHIEF OF POLICE

Established in October 1995, the U.C.C.M. Anishnaabe Police provides policing services to six member First Nation communities of the United Chiefs and Councils of Manitoulin. The service area is an Anishnaabe population of approximately 2,500 which is geographically dispersed over 100 kms on Manitoulin Island, located in beautiful Northern Ontario. U.C.C.M. Anishnaabe Police has established itself as an employer of choice by continuously striving to be the centre of excellence in First Nations policing and providing a challenging and rewarding work environment. This has resulted in many opportunities for growth, strong healthy relations with internal and external stakeholders, a highly trained and committed team, and nearly 100 percent employee retention.

The long term vision of U.C.C.M. Anishnaabe Police Service is to be a partner in community wellness by providing proactive, culturally sensitive, and innovative service while respecting existing laws, customs and traditions. To help fulfill this vision, the U.C.C.M. Anishnaabe Police Service is seeking a dynamic, passionate and inspirational policing leader who is committed to making a difference in Anishnaabe communities. To accomplish this goal, the successful candidate will lead the change effort in implementing a unique and custom tailored service delivery model for community safety and wellness which includes Anishnaabe restorative justice and traditional peacekeeping philosophies.

### THE CANDIDATE:

The Chief of Police, under the direction of the Police Board, will be responsible for managing, planning, organizing and coordinating the work of sworn officers and civilian personnel in day to day operations. The Chief of Police will work closely with a variety of community stakeholders in strategic governance as well as establish, implement and manage operational policies and procedure in keeping with legal requirements, ethics, and professional standards consistent with the overall mission, values, and goals of the Service. The successful candidate will have the following key qualifications:

- Post secondary education or equivalent experience and professional development, ideally in a related field, with a minimum of 10 years law enforcement supervisory experience preferred, or an equivalent combination of education and experience;
- A passion for, and commitment to Anishnaabe restorative justice principles and balanced and integrated service approaches to public safety and community wellness, together with comprehensive knowledge of modern law enforcement requirements, programs, activities and best practices;
- Strong strategic mind with a proven ability to analyze complex and sensitive problems and issues and adopt effective responses and solutions;
- Excellent human resource, operational, and financial management skills complimented by an excellent knowledge of police administration practices and principles;
- Thorough knowledge of and sensitivity to the diversity of Anishnaabe peoples, organizations, communities and culture as well as experience working with federal, provincial, and First Nations governments;
- Strong public relations, interpersonal and negotiation skills with a proven ability to establish, build and maintain excellent partner and stakeholder relationships in order to influence effective outcomes;
- Superior verbal and written communication skills, with fluency in Ojibwe language a significant asset;
- Excellent political acumen with superior demonstrated tact and diplomacy; and
- Preference will be given to candidates who self-identify as a First Nation member.

An attractive and comprehensive compensation package with full benefits is offered for this role located in M'Chigeeng First Nation, ON. If you are excited about the opportunity to lead this highly respected Anishnaabe policing organization, please provide your resume and cover letter in complete confidence by **Friday April 9th 2010** to: Deanne Cockell, preferably by Email: [deanne@higginsinc.com](mailto:deanne@higginsinc.com) or by Fax: (204) 257-9707.

If you have any questions, please do not hesitate to contact Deanne Cockell directly by Phone: (204) 416-7452 or via Email.

