

## Windsor Police Service Chief of Police

Located on the busiest international border crossing between Canada and the United States, the City of Windsor is the third most ethnically diverse city in Canada with over 25 percent of residents from outside of Canada. A growing border community translates into growing demand for policing services. Like many communities in North America, Windsor continues to face social issues of homelessness, mental health and drug abuse. As the City responds to these and other pressures, the Windsor Police Service is dedicated to excellence in service through the commitment of their people to teamwork, integrity, and their core values.

The Windsor Police Service Board is seeking a Chief of Police whose policing experience and leadership will inspire the trust and confidence of the communities it serves and staff within the Service. With an operating budget of approximately \$100 million and a complement of just over 680 sworn and civilian staff, the Windsor Police Service is divided into two (2) areas of responsibility: Operations (Patrol and Investigation) and Operational Support, each led by a Deputy Chief. In 2019, the Windsor Police Service assumed responsibility for all policing services for the Town of Amherstburg.

The Chief of Police serves as a high-profile and engaged member of the community, fostering strong, transparent relationships built on mutual respect, openness, and integrity. As Chief, you will work collaboratively with your command team to promote open communication across all levels of the Service, both sworn and civilian, ensuring alignment with strategic priorities in crime prevention, public education, and community safety. With a strong commitment to fiscal accountability and modernization, you will make sound business decisions ensuring that resources are allocated efficiently and responsibly.

An experienced and principled police executive, you bring a deep commitment to organizational excellence and financial stewardship. You will champion a culture of respect, inclusion, and accountability, empowering both sworn officers and civilian staff with clear goals, the tools and training, and a shared sense of purpose. Through exceptional communication and collaboration, you will strengthen internal cohesion and external partnerships—working closely with staff, the Police Association, the Police Service Board, and community stakeholders to enhance the credibility and effectiveness of the Service. You embrace technology with an on-going commitment to modernization and innovative policing practices. Your ability to build strategic alliances with social service agencies and community organizations will be key to delivering coordinated, compassionate, and fiscally responsible responses to complex public safety challenges.



## To Apply

To fill this position, the Windsor Police Service has partnered with leadership advisory firm Odgers. Applications are encouraged immediately and should be submitted online ideally **by August 8<sup>th</sup>, 2025** at <https://careers.odgers.com/en-ca/30337> or [amanda.bugatto@odgers.com](mailto:amanda.bugatto@odgers.com)

We thank all those who express an interest, however only those chosen for further development will be contacted.

## Diversity, Equity, and Inclusion

*Windsor Police Service is an equal opportunity employer. In accordance with the Accessible Canada Act, 2019 and all applicable provincial accessibility standards, upon request, accommodation will be provided by both Odgers and the Windsor Police Service throughout the recruitment, selection and/or assessment process to applicants with disabilities.*

*Odgers is deeply committed to diversity, equity, and inclusion in all the work that we do. As part of our efforts to better understand our ability to reach as broad a pool of candidates as possible for our searches, our DEI team would like to encourage you to take a moment and access our [Self-Declaration Form](#).*