

# DEPUTY CHIEF OF POLICE THUNDER BAY, ON (GHQ) EXTERNAL POSTING Posted Date: September 29, 2023 Closing Date: October 19, 2023

**GENERAL:** The Nishnawbe Aski Police Service requires one (1) Deputy Chief of Police.

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

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

Under the direction of the Chief of Police, the Deputy Chief will be responsible for leading the development, implementation and communication of policing and operational support strategies needed to advance positive community safety and well-being outcomes.

The Deputy Chief will be responsible for implementing the goals, objectives, and priorities established by the Chief of Police and the NAPS Board through the strategic planning process and embrace the Service's Mission, Vision and Values.

The Deputy Chief will contribute to continued organizational success by playing a key role in managing the services human, financial and capital assets, and by pursuing excellence in community engagement, partnerships, planning and performance measurement. A thorough understanding of the challenges facing Indigenous policing, a strong business acumen, and the ability to implement creative but practical solutions to the challenges of Indigenous communities are key to this position.

The Deputy Chief should possess significant leadership experience as a sworn police officer and a demonstrated record of exceptional personal integrity, high ethical standards, and a commitment to continuous learning and education. The Deputy Chief will have a strong sense of community, possess excellent communication and interpersonal skills to build and maintain constructive relations with employees, unions, and a diverse group of government and community partners.

# Location:

The position will be located at General Headquarters in Thunder Bay, ON, with extensive travel.

# **Pre-Requisites:**

- A minimum of 15 years of progressively responsible law enforcement experience in patrol, investigations, emergency response, specialized functions, or other areas of responsibility.
- A minimum of 5 years of progressively responsible management experience.
- Experience dealing with the media relations.
- Experience in community relationship building.
- Working experience and understanding in Human Resources and Finance.

- A degree in police science, criminal justice, public administration, or a related field is preferred.
- A demonstrated combination of experience, education and training may substitute for formal education.
- A post graduate degree in a related field such as public or business administration is desirable.

# Key Responsibilities:

- Participates in the development of strategic plan for the organization, translates strategic objectives into operational goals and works towards their implementation.
- Oversees the development, implements and monitors operational plans to support the strategic plan.
- Supports management of financial resources in responsibility, and applies financial management principles and tools to effectively manage organizational resources (operating, capital, and people).
- Oversees human resource management in responsibility, applying, implementing, and directing the development of human resource management strategies, processes, and policies, and practices.
- Oversees and promotes an intelligence-led and problem-oriented policing strategies, programs and tactics. philosophy that emphasizes partnerships with Indigenous communities, intelligence gathering, and proactive problem-solving that addresses conditions that can raise issues for public safety.
- Ensures that members of the Police Service carry out their duties in a manner that reflects the needs of Indigenous people, assisting staffing decisions, and recruitment matters.
- Ensures that the Police Service is appropriate to the culture and traditions of the Indigenous communities we serve.
- Supports change management implementation.
- Enhances community engagement and relationship building.
- Contributes to management of media relations.
- Instills ethical conduct in others.
- Develops relationships with Indigenous, local and provincial leaders, organizations, and oversight/governing bodies.
- Facilitates the transition of new organizational processes in response to internal and external needs.
- Makes decisions involving varied levels of risk and ambiguity.
- Takes responsibility for actions and makes decisions that are consistent with high ethical policing standards.
- Works effectively within parameters of jurisdictional governance structure (Indigenous, local, municipal, regional, provincial, and national) and associated policing frameworks.
- Works with the team to develop and manage new ideas, innovation and their implementation.
- Performs other duties, as assigned.

# Knowledge:

- Thorough knowledge of and sensitivity to the diversity of Indigenous peoples, organizations, communities and cultures and experience working with federal, provincial, and Indigenous governments.
- Advanced knowledge of law enforcement, legislation and policy regarding public safety.
- Advanced knowledge of national and international policing issues, philosophies, practices and trends.
- Advanced knowledge of current law enforcement management theory and administrative standards.
- Advanced knowledge of budgeting and financial practices applicable to law enforcement.
- Advanced knowledge of governance structures.
- Experience in community relationship building.

# Interpersonal and Communication Skills:

• Superior verbal and written communication skills (Bilingualism in an Indigenous language is an asset).

# **Physical and Sensory Demands:**

Physical Demands

• Work long hours, travel, and/or respond to emergencies or crucial issues twenty-four hours a day, seven days a week.

Sensory Demands

- Visual strain associated with viewing a computer screen for long periods of time while preparing documents and keying information as well as proofreading documents for accuracy.
- Auditory attentiveness is required while responding to telephone and walk-in inquiries.
- Work interruptions are occasional while switching between typing and data entry to photocopying and handling telephone and walk-in enquiries.

# Networking and Relationship Building:

- Seeks and builds alliances with internal and external stakeholders to meet their needs and further the organization's objectives. Uses an understanding of stakeholder needs, desires and critical success factors to influence priorities, initiatives and objectives and teaches others to do the same.
- Develops relationships with Indigenous, local and provincial leaders, organizations, and oversight/governing bodies.
- Continues to enhance community engagement and relationship building.

# Working Conditions:

- This position operates in a standard office environment.
- Noise level in the work environment is usually moderate with some distractions.
- Room lighting is consistent with general office standards.
- The Deputy Chief will be required to travel out of the jurisdiction of the City of Thunder Bay to represent the Service.

# Salary:

• The salary for this position will be comparable to similarly sized services, such as the Thunder Bay Police Service and the Greater/Grand Sudbury Police.

# Interested applicants may submit a hiring package which includes the following:

- A cover letter and resume detailing your career in policing and highlighting your supervisory experience. Attention should be paid to addressing the key responsibilities and judgment required for this position. The resume should be no longer than 4 pages.
- Your grammar and attention to details will be scored as well as your persuasiveness and overall professionalism in its execution.

# Methods of Assessment:

- There may be a minimum of two (2) methods of assessment for this selection process should you be shortlisted.
- Forms of assessment may include: oral interview, presentations and written assessment.

NAPS is dedicated to building a workforce reflective of the communities in which we live and serve and encourage Indigenous people, women, racialized persons, persons with disabilities and other equity-seeking groups to apply.

# Closing date for applications is October 19, 2023 at 16:00 EST. All completed application packages MUST be sent to <u>eresume@naps.ca</u>. Please indicate "GHQ-25-23" in the subject line of your message.

To receive confirmation that your application was received, please contact Jessica Curtis, Human Resources Assistant at <u>jessica.curtis@naps.ca</u>.

\*\*Relocation expense reimbursement will be available to the successful candidate if required.\*\*

Should you have any questions or concerns, please contact Alyson Jennings, Director of Human Resources at <u>Alyson.Jennings@naps.ca</u>.