



Employment Opportunity

CHIEF OF POLICE

The File Hills First Nations Police Service (FHFNPS) provides community policing services to Little Black Bear's Band of the Assiniboine Cree, Starblanket Cree Nation, Okanese First Nation, Peepeekisis Cree Nation and Carry the Kettle Nakoda Nation. The FHFNPS is a First Nations self-administered police service that currently employs eighteen officer and staff members.

The FHFNPS supports the principles and practices of restorative justice in a culturally appropriate manner while maintaining effective working relationships with the File Hills communities, various partners and funding agencies.

The Chief of Police for the FHFNPS is selected by the Board of Police Commissioners. The Chief supervises the administrative, operational and policing functions of the organization. The Chief is responsible for implementing the strategic direction, vision and continuous improvement for the FHFNPS.

The Chief shall perform the following duties and responsibilities and in accordance with any requirements of the Saskatchewan Police Act 1990 and the funding agreement:

Essential Functions:

- Collaborate with the Board in the development of the FHFNPS strategic and operational plans.
- Oversees the development and implementation of the Policies and Procedures for the FHFNPS mandated by law to ensure efficient operation of the service and to implement directives from the FHFNPS Board.
- Plans and implements the law-enforcement program and budget for the File Hills First Nations, as guided by the policies and goals established by the Board. This encompasses a review of service performance, effectiveness and the development of programs and/or policies to alleviate deficiencies.

- Directs the development and maintenance of systems records and legal documents that provide for the proper evaluation, control, and documentation of the FHFNPS operations.
- Prepares and submits reports to the Board regarding the FHFNPS activities and a variety of other reports as appropriate.
- Keeps up on current trends in the field and represent the FHFNPS at a local, municipal, regional, provincial, and national levels.
- Cooperates with First Nations, provincial and federal law enforcement agencies as appropriate.
- Develops and maintains accountability and positive relationships within the File Hills First Nations

Competencies

- High ethical standards and conduct
- Proficiency in written and spoken communication
- Knowledge of and practice of transformative leadership
- Effective stress management and personal composure.
- Effective time management
- Effective problem solving /analysis
- Effective decision making
- Commitment to workplace diversity and Inclusion
- Clear and sound project management skills and knowledge
- Set and maintain a high level of cultural competence – personally and organizationally
- Personal effectiveness/ integrity in ensuring awareness on police service initiatives, decisions and policies

Supervisory Responsibility

Exercises supervision over all FHFNPS officers and civilian staff directly or through subordinate supervisors.

Position type:

This is a full-time Contract Position. Days and hours of work are Monday through Friday 8:30 to 4:30 PM. Occasional evenings and weekend work will be required as job duties demand.

Knowledge and Experience:

- A minimum of 15 years experience in the field of policing, including a minimum of three years at a supervisory management level.
- Knowledge of Cree, Anishinabek, and Nakoda cultures
- Knowledge of the United Nations Declaration of the Rights of Indigenous Peoples, The Truth and Reconciliation Commission Calls to Action and the MMIWG Calls for Justice
- Knowledge of the *Saskatchewan Police Act 1990*
- Knowledge of the service's strategic priorities, mission, vision, and values, normally acquired through review of the FHFNPS Annual Reports

Education:

- A degree in police science, law enforcement, criminal justice, public administration, or closely related field.
- Or the ability to demonstrate a combination of experience, education, and training equivalency.

Additional Requirements:

- A valid class 5 drivers' license
- The ability to meet the services' physical standards.
- The ability to pass a reliable enhanced security clearance.

What We Offer / Compensation:

- Professional Learning and Development.
- Positive inclusive Indigenous and diversified workplace culture.
- Registered Pension Plan and Comprehensive Benefits Package.
- A complete compensation package will be negotiated.

How to Apply:

To be considered for this position please submit a resume, a cover letter, and three references by email to: fhnps@outlook.com no later then: **July 11, 2025**

Please clearly and concisely demonstrate how your qualifications meet the advertised requirements including education, experience, and relevant examples of required competencies.

We thank all applicants for their interest. All applicants will be reviewed to determine which candidates' qualifications most closely match the advertised requirements. Only Candidates selected for interviews will be contacted.

If you require any further information on this posting, please email fhnps@outlook.com