

Chief Instructor

Are you an innovative leader with expertise in both training and policing? Are you a strategic leader who values diversity and inclusion? The Ontario Police College, an internationally recognized leader in police training, is currently seeking two Chief Instructors to join our dynamic team. One Chief Instructor will oversee the Basic Constable Training (BCT) unit, while the other will oversee the Senior and Specialized Training unit.

We need confident leaders who embrace change and seek opportunities for innovation in our programs and services. Our Chief Instructors will build solid and trusted relationships with staff and stakeholders, and provide guidance and direction to instructional staff, enabling the exceptional delivery and administration of training programs.

If you are a visionary leader who excels in training and policing and is passionate about fostering diversity and inclusion, we invite you to join our dynamic team at the Ontario Police College, Ministry of the Solicitor General. Together, we can make a difference in ensuring the safety and well-being of Ontario's communities. Apply today to be a part of our mission.

Please note that these positions require travel within the province.

About the Ontario Police College

The Ontario Police College advances the safety of Ontario's diverse communities by setting evidence-based standards for police training, education and assessment of learning. The College provides training at both the recruit and senior levels.

For more information, visit us at: [The Ontario Police College](https://www.ontario.ca/page/ontario-police-college) < <https://www.ontario.ca/page/ontario-police-college> >

About the OPS

The Ontario Public Service (OPS) is one of the largest employers in the province, employing more than 60,000 people. Every day, we are modernizing government operations and improving public services. We have a wide range of meaningful and rewarding career opportunities in communities across Ontario. We welcome new ideas and new people, encourage learning and development, and reward achievement. No matter the position, we live the core values of trust, fairness, diversity, excellence, creativity, collaboration, efficiency and responsiveness.

Leadership in the OPS

The [Ontario Public Service \(OPS\) Leadership Behaviours](https://www.ontario.ca/page/careers-ontario-public-service-leadership) < <https://www.ontario.ca/page/careers-ontario-public-service-leadership> > define what it means to be a leader through the following expected behaviours and attributes:

- You are committed to the responsibilities of being a leader by demonstrating authenticity, accountability and courage.
- You are innovative by embracing positive disruption, maintaining a future mindset and leading with a common purpose.
- You are collaborative by driving people-centred outcomes, being inclusive and helping staff and colleagues grow, every day.

OPS Commitment to Diversity, Inclusion, Accessibility, and Anti-Racism:

The OPS is an innovative, responsive and accountable public service that works hard to be diverse, anti-racist, inclusive, merit-based, and equitable. Diversifying leadership is a top priority for the OPS. Our goal is to achieve parity with the Ontario labour force by 2025 for the most under-represented groups (Indigenous, racialized and persons with disabilities) on our leadership teams.

The OPS invites all interested individuals to apply. As an organization that promotes equity and diversity, the OPS encourages applications from Indigenous, Black, racialized individuals, and persons with disabilities.

The OPS is an accessible employer and we offer accommodation in all aspects of employment, including the recruitment process.

Visit the [OPS Anti-Racism Policy](https://www.ontario.ca/page/ontario-public-service-anti-racism-policy) < <https://www.ontario.ca/page/ontario-public-service-anti-racism-policy> >, the [OPS Diversity and Inclusion Blueprint](https://www.ontario.ca/page/ops-inclusion) < <https://www.ontario.ca/page/ops-inclusion> >

[diversity-blueprint](#) > and the [Multi-Year Accessibility Plan](#) < <https://www.ontario.ca/page/accessible-design-2022-2025-ops-multi-year-accessibility-plan#:~:text=The%20Multi%20Year%20Accessibility%20Plan,barriers%20for%20persons%20with%20disabilities>> to learn more about the OPS commitment to advancing racial equity, accessibility, diversity and inclusion in the public service.

What can I expect to do in this role?

As the **Chief Instructor, Basic Constable Training (BCT)**, you will oversee practical and knowledge-based training for the Basic Constable Training Program (BCT).

As the **Chief Instructor, Senior and Specialized Training**, you will oversee practical and knowledge-based training for experienced officers, including specialized police training, and criminal investigations for sworn and civilian members of police services.

In either of these management roles, you will also:

- Work collaboratively with other Chief Instructors to manage the training and administration of the Basic Constable Training program or the senior and specialized training.
- Provide effective management to instructor teams for the direct delivery of service-specific training and skills development.
- Review and approve lesson plans, course training standards, and teaching materials to ensure content is effective, valid, current, and relevant, in coordination with the Deputy Director and the Director.
- Ensure provincial/ministry staff and service providers possess the necessary knowledge and skill-set to comply with mandated responsibilities.
- Lead change initiatives and assess emerging issues and trends affecting program delivery and effectiveness.
- Prepare detailed reports and responses to stakeholders and engage staff and stakeholders to resolve complex issues.
- Chair, or participate in, senior-level corporate committees, workgroups, special projects, and initiatives related to the design, development, and evaluation of ministry programs.
- Collaborate, partner with, and engage with stakeholders at various levels.

Location: Aylmer

How do I qualify?

Strategic Leadership and Management Skills

- You have demonstrated leadership skills to support, engage, and develop staff during times of change.
- You have proven ability to manage high-performing teams and promote the acceptance of new approaches to training and program delivery.
- You have strong financial management skills, including the ability to manage resources effectively and contribute to long-term financial and resource planning.
- You are proficient in problem-solving, conflict resolution, and mediation.

Technical Experience and Knowledge

- You have senior leadership experience at a commissioned officer's level within a police service.
- You have in-depth knowledge of adult education theories and methodologies to coordinate and ensure the effective delivery of programs.
- You have extensive familiarity with police and/or law enforcement policies, procedures, and practices.
- You have up-to-date knowledge of existing, new, and evolving federal and provincial legislation, relevant case law decisions, and advancements in practices and technology impacting policing services.
- You have financial acumen to monitor and administer budgets, as well as procure goods and services.

Program Development and Design

- You are proficient in leading continuous improvement initiatives, change processes, and product development related to program delivery.
- You have a sound understanding of program design principles to oversee the development of

programs aligned with the training system.

- You have knowledge of performance measurement and evaluation methods to report on program effectiveness.
- You can evaluate courses, training policies and procedures to ensure that the organization is responsive to changing policing and legal issues.
- You have experience in assessing trends and issues impacting training programs, strategies, standards, and delivery mechanisms.

Communications and Relationship-Building Skills

- You have advanced oral and written communication skills, enabling effective communication with diverse stakeholders.
- You have exceptional collaboration and relationship-building skills to foster partnerships and engage with stakeholders at various levels.

***Be sure to check out the Manager Recruitment Unit's [Application Preparation Guide for Aspiring Managers](#) < <https://www.youtube.com/watch?v=1F7HbEuPfis&t=8s> > for tips on creating an impactful application!**

Salary Range: \$79,720 - \$125,470 Per Year

Additional information:

- 2 Permanent, 10716 Hacienda Rd, Aylmer, West Region, Criminal Record and Judicial Matters Check

Note:

- In accordance with the Ontario Public Service (OPS), Employment Screening Checks Policy (ESCP), the top candidate(s) may be required to undergo a security screening check. Refer to the above to determine the screening checks that are required for this position.

Required security screening checks along with your written consent, will be sent to the Transition and Security Office (TSO), Corporate Talent Programs Branch, Talent and Leadership Division to evaluate the results. If applicable, the TSO, with your written consent, will request and obtain any additional employment screening checks that were not obtained directly by you.

A record under the Criminal Code and/or other federal offence record(s) does not automatically mean you will be ineligible for the position. The employment screening check(s) will only be reviewed and evaluated by the TSO for the purpose of making a security clearance decision. The details of an individual's employment screening check(s) will be considered in specific relation to the duties and responsibilities of the position being filled. Employment screening check records will be maintained by the TSO and kept strictly confidential.

Please apply online, only, at www.ontario.ca/careers, quoting **Job ID 200703**, by **Tuesday, September 19, 2023**. Please follow the instructions to submit your application. Faxes are not being accepted at this time.

If you require accommodation in order to participate in the recruitment process, please contact us at www.gojobs.gov.on.ca/ContactUs.aspx to provide your contact information. Recruitment Services staff will contact you within 48 hours. Only those applicants selected for an interview will be contacted.

The Ontario Public Service is an inclusive employer. Accommodation will be provided in accordance with Ontario's *Human Rights Code*.

www.ontario.ca/careers