



The United Chiefs & Councils of Manitoulin (UCCM) Anishnaabe Police Service is one of 9 self-administered First Nation police services located in the province of Ontario, Canada.

About the Role

The UCCM Anishnaabe Police Service is seeking a visionary and strategic law enforcement leader to assume the role of Deputy Chief of Police. Reporting to the Chief of Police, the Deputy Chief provides operational leadership and supports the overall administration and coordination of policing services. This is a pivotal leadership position responsible for advancing culturally sensitive, community-based policing that reflects the values and traditions of the Anishnaabe communities on Manitoulin Island.

Working in close collaboration with the Senior Leadership Team, the Deputy Chief will guide strategic and operational initiatives, support operational personnel development, and help deliver proactive, innovative, and effective services in alignment with UCCM's mission and vision.

Key Responsibilities

- **Operational and Strategic Leadership:** Oversee delivery of policing services and programs, aligning with strategic plans and organizational objectives. Act as Incident Commander during major events and represent the Chief of Police when required.
- **Internal and External Relations:** Serve as a liaison to Chiefs and Councils; represent UCCM APS on provincial and national committees; build effective partnerships and maintain strong communication channels across all stakeholders.
- **Community and Cultural Engagement:** Foster strong, respectful relationships with Anishnaabe communities, government partners, and justice agencies while demonstrating cultural sensitivity and fluency or willingness to learn the Anishnaabe language.
- **Human Resources Oversight:** Provide operational leadership for recruitment, training, and development initiatives; manage operational performance and professional standards; promote a positive, accountable, and cohesive organizational culture.
- **Project and Financial Management:** Implement strategic initiatives (e.g., Body-Worn Cameras, Automated Licence Plate Readers); support asset management and procurement and support budgeting and resource allocation in coordination with the Director of Corporate Services.

- **Safety and Wellness Promotion:** Ensure compliance for operational staff with health and safety regulations, wellness initiatives, and psychological support programs.

Candidate Profile

The ideal candidate will be a progressive and principled police leader with a demonstrated commitment to community-based, culturally responsive policing. They will exhibit a high level of professionalism, strategic thinking, and interpersonal effectiveness. This individual will possess proven leadership and sound decision-making skills in dynamic and high-pressure environments, along with strong community engagement capabilities and the ability to build meaningful relationships across diverse stakeholders. They will demonstrate deep respect for Anishnaabe customs, language, and traditions, and will bring a collaborative and adaptable management style that fosters team development and drives operational excellence. Additionally, the ideal candidate will be an innovative thinker who can support and sustain the delivery of forward-looking programs through strong operational leadership. Above all, the successful candidate will uphold the highest standards of ethics, personal integrity, and professional judgement. Above all, the successful candidate will uphold the highest standards of ethics, personal integrity, and professional judgement.

Qualifications

- Minimum of 10 years of progressively responsible law enforcement experience, including 5 years in a senior leadership role
- Completion of Basic Constable Training from the Ontario Police College (or equivalent)
- Prior experience at the Inspector rank or higher
- Knowledge of First Nation, provincial, and federal laws and statutes
- Advanced understanding of police operations, human resources, finance, and project management
- Valid Class G Driver's License and Use of Force certification
- Strong computer skills, including proficiency with Microsoft Office, NICHE RMS, and Enterpol
- Must be bondable and of good moral character, with no criminal record

To apply for this key role, submit your application to **Phelps** by clicking: <https://rb.gy/23nqdy>

Application deadline: July 11th, 2025

