



The Organization

Headquartered in Garden River, Ontario, Anishinabek Police Service (APS) is the second-largest Indigenous police force in Ontario, providing a strong network of community based policing services. The APS services 16 very unique First Nation communities which create a diverse landscape for the officers policing these communities.

With ninety-five (95) police officers, forty (40) civilian members and twelve (12) detachments the APS offers a dynamic and vibrant work environment.

- **Our Mission:** Anishinabek Police Service provides effective, efficient, proud, trustworthy and accountable service that ensures Anishinabek, and its residents and visitors are safe and healthy while respecting traditional cultural values and the protection of inherent rights and freedoms on our traditional territories.
- **Our Vision:** Safe & healthy Anishinabek communities.
- **Our Goals:** Foster healthy, safe and strong communities. Provide a strong, healthy, effective, efficient, proud and accountable organization. Clarify APS roles and responsibilities regarding First Nation jurisdiction for law enforcement.

Over the last twenty years, the APS has grown significantly and now provides a strong network of community policing services for Anishinabek communities:

- Garden River First Nation
- Curve Lake First Nation
- Sagamok Anishnawbek First Nation
- Fort William First Nation
- Biigtigong Nishnaabeg
- Netmizaaggaming Nishnaabeg
- Biinjitiwaabik Zaaging Anishinaabek
- Nipissing First Nation
- Chippewas of Beausoleil First Nation
- Wahnapiatae First Nation
- Shawanaga First Nation
- Chippewas of Kettle and Stoney Point First Nation
- Ginoogaming First Nation
- Wasauksing First Nation
- Dokis First Nation
- Magnetawan First Nation

The policing needs and expectations of the Anishinabek Police Service continue to evolve as do the needs of our communities.



Inspire our future as our new Deputy Chief of Police

Looking ahead, the new **Deputy Chief of Police** will embrace the vision and mission and will work with the Chief and the Police Governing Board to establish priorities and actions to support our strategic directions while inspiring the service to continue to use forward-thinking approaches that will continue to meet the needs of the communities served.

As a high-profile community leader, you are a broad and open-minded individual who is willing to embrace new approaches and partner with community stakeholders and our members to ensure the service can continue to meet its evolving needs. You will take on management issues and lead positive change while ensuring accountability.

You will be a visible presence and work with the Chief, your leadership team, service members and community partners to establish new priorities that will meet evolving needs while ensuring high levels of collaboration and communication. You will help lead the development and implementation of innovative, modern solutions to crime and safety issues, while fostering a positive, productive, and inclusive workplace that is committed to the wellness of all members. Your leadership will help mentor and inspire the next generation of leaders in the Anishinabek Police Service.



As the new **Deputy Chief of Police**, you have deep and varied experience as a policing executive and as an operational leader. In addition, you are known to be a courageous and transformative leader, are committed to positive community engagement and have both the political acuity and emotional intelligence to listen, recognize and act on the needs of the community while supporting service members.



Culturally Sensitive Approach

The Deputy Chief of Police will operate with emotional intelligence and knowledge of various cultural diversities across APS communities and demonstrate respect for Anishinabek community traditions, language, customs and culture while carrying out duties. A strong knowledge and understanding of residential schools, sixties scoop, and other colonial projects that continue to affect community health and wellness is essential along with an awareness of the reality of inter-generational trauma and colonial impact on communities.



Benefits of working for Anishinabek Police Service

- **Location** – Garden River, near the City of Sault Ste. Marie. Discover unique and exciting attractions, events and activities. Rugged Great Lakes coastlines, ancient Canadian Shield mountains, countless rivers and lakes, pristine beaches and exceptionally snowy winters provide a world-class outdoor backdrop for all kinds of adventures.
- **Affordable housing** – Prices range from \$400k to \$500K. This includes an opportunity for waterfront ownership. At this price point many can live mortgage free in the nearby community of Sault Ste. Marie if moving from an urban area.



- **Healthcare** – An excellent hospital is located close by in Sault Ste. Marie.
- **Education** – An exceptional educational system at both the elementary and secondary levels.
- **Outdoor Lifestyle** – Access to a range of outdoor activities. If you like exploring, boating, fishing, hiking, golf, x-country skiing, snowmobiling, this is the place to be.
- **Quality of Life** – If you like scenic vistas, the outdoors, fresh air, and attainable housing then this is the place to be for an unmatched quality of life.
- **Compensation and Benefits** – A very competitive salary (based on skills and experience), this includes fully-paid benefits, participation in their defined benefits pension plan (see www.opb.ca), and a vehicle.
- **Relocation** – A relocation package allowance is available to help you settle in the community.



How to Apply

To explore this opportunity please apply via email with a cover letter and resume by June 24th, 2024 to careers@waterhousesearch.net quoting project **APS-DC** in the subject line. Should you wish to receive a detailed information package contact Tim Lukasevich at 416-214-9299 x8, tim@waterhousesearch.net or Jon Stungevicius at 416-214-9299 x1, jon@waterhousesearch.net.



The Anishinabek Police Service and Waterhouse Executive Search hire based on merit and are committed to employment equity and an inclusive, barrier-free selection process. We support a diverse and inclusive professional work environment, and welcome applications from all qualified candidates, specifically those from under-represented communities. We thank all applicants for their interest and wish to advise that only those candidates selected for an interview will be contacted.

To learn more about the Anishinabek Police Service please visit www.apscops.org.

