

## Leadership Opportunities x 2 – Division Commander/Staff Sergeant

### Our Community - Our Future



The Wikwemikong Unceded Territory is a First Nation community on beautiful Manitoulin Island, Ontario, Canada. Wikwemikong is an unceded First Nation in Canada, which means that it has not "relinquished title to its land to the government by treaty or otherwise." The Wikwemikong Unceded Territory has a registered population of 8,721, with an on-reserve population

of 5,458. The community is fully serviced and includes a variety of local businesses, stores and restaurants. We have robust hockey programs for young people, 3 schools on the Territory, and own an 18 hole golf course with programs for young people. To learn more about the community please visit [www.wiikwemkoong.ca](http://www.wiikwemkoong.ca) and the [WTPS Website](#) for recruiting videos and presentations along with the new staffing and deployment model for the Service.



### Our Mission, Vision and Values

The mission of the WTPS is to enhance the quality of life for all community members in the Wikwemikong Unceded Territory by working in partnership with the community through enhancing community policing, enforcing the law, preserving the peace, protecting lives and property, and reducing fear.



We are specifically looking for leaders and staff that have in their hearts the desire to enrich the lives of others and be part of shaping the future of enhanced public safety for this vibrant and large First Nation.

The Wikwemikong Tribal Police Service is committed to developing a cooperative relationship with the community though our core values consistent with the seven teachings of

the Anishinaabe people. The mission will be accomplished by treating every community member with courtesy, professionalism, and respect, and to enforce the laws impartially, fighting crime both through prevention and the apprehension of criminals. Our values include Wisdom, Love, Respect, Bravery, Honesty, Humility and Truth.



## About the Service

The Wikwemikong Tribal Police Service (“WTPS”) serves the Wikwemikong Unceded Territory, is currently comprised of 34 Officers and 17 Civilian employees. The Police Service has an annual operating and capital budget of approximately \$11 million.



A new staffing and deployment model and force reorganization was completed and approved in October of 2024. The service is growing from 2025 through 2027 and specialty units, and a dynamic new growth and retention focus will have the service expand to 47 full time sworn police officers, 5 special constables, and 25 civilian employees. It is an exciting time to be a part of this dynamic police service and the growth opportunities available for professional

development, succession management planning, and building specialty units.

The new staffing and deployment model is the first of its kind to be launched for a First Nations Police Service in Ontario and the Divisional command concept, as seen within the organizational chart, was developed in collaboration from the best practices of Provincial, municipal, and First Nations services from across the province, but suited specifically for the citizens of the Wikwemikong Territory. Enhanced public safety was the focus of the expansion and the leadership required for the staffing and deployment expansion is key to the success of this venture.

We have robust and exceptional relationships with our community organizations, our policing partners, and have many combined forces operations with external entities that enhances our mission and enriches the Territory and Manitoulin Island. From our website organizational chart, you can visualize the personnel and responsibilities of each division command portfolio.

## Inspire our Future – Two Unique Leadership Opportunities



Looking ahead, our two new **Division Commanders** will embrace our mission, vision and values and will work with the board to establish priorities and actions to support our strategic direction of their divisions while inspiring their staff to continue to use forward-thinking approaches that will continue to meet the needs of our community.

In assuming command of unique division command roles, you are a decisive and open-minded individual who is willing to embrace new approaches and partnership with community stakeholders to ensure the service will continue to meet its evolving needs. You will take on management issues and lead positive changes while ensuring accountability in your divisions. As a Staff Sergeant Division Commander, you will be a visible presence while establishing strong ties based on openness and trust between your police service staff and the communities it serves. Working with the Inspector, your leadership team, service members and community partners, you will inspire all while ensuring open communication and establishing new priorities that will meet evolving needs.

As the new division commander, you have deep and varied experience as a police supervisor, are known to be a courageous and hard-working 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 your divisional personnel.





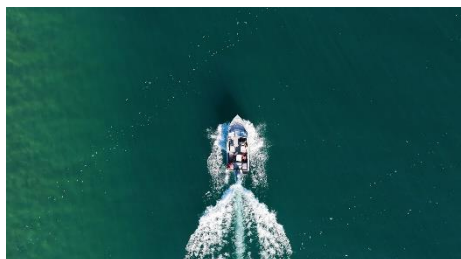
## Benefits of working in our community



If you enjoy nature, rural living, wish to live in the north and be inspired by the beauty of Manitoulin Island (see [www.exploremanitoulin.com](http://www.exploremanitoulin.com)) this is a unique opportunity to experience nature and rural living at its best.

**Location** – we located on beautiful Manitoulin Island, near the City of Greater Sudbury and Sault Ste. Marie.

**Housing Affordability** – house prices range from \$260k to \$500K. This includes an opportunity for waterfront ownership. At this price point, many can live mortgage free in the nearby community of Manitowaning or anywhere on Manitoulin Island if moving from an urban area.



**Healthcare** - Two excellent hospitals located close to the community of Wikwemikong.

**Education** - An exceptional educational system at both elementary and secondary levels.



**Outdoor Lifestyle** - Access to a range of outdoor activities. If you like exploring, gardening, 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 Wikwemikong and Manitoulin Island are the place to be for an unmatched quality of life.

## Benefits of working for our Service

- **Compensation and Benefits:** The salary range is aligned with OPP compensation rates and includes fully paid benefits, a defined benefits pension plan ([www.opb.ca](http://www.opb.ca)), and a vehicle.
- **Access to Continued Learning:** All officers will have the opportunity to enroll in specialized courses aimed at enhancing their leadership skills and training.
- **Supportive Work Environment:** WTPS prides itself on being a tight-knit, integrated force and enjoys a positive working relationship with its Police Board.
- **Lifestyle:** WTPS prioritizes work/life balance. We encourage our force to take full advantage of the beautiful landscape and unique offerings of Manitoulin Island.
- **Relocation Support:** In addition, a relocation allowance to help you settle in the community.
- **Please visit [www.wikwemikongpolice.ca](http://www.wikwemikongpolice.ca) and <https://youtu.be/N97mwrW1V6g> for more details.**

## How to Apply

To explore this opportunity please apply via email with a Covering Letter and Resume by May 5<sup>th</sup>, 2025 to [careers@waterhousesearch.net](mailto:careers@waterhousesearch.net) quoting **project WTPS-Staff Sgt/Division Commanders** in the subject line. Should you wish to receive a detailed information package contact Tim Lukasewich at 416-214-9299 x8, [tim@waterhousesearch.net](mailto:tim@waterhousesearch.net) or Jon Stungevicius at 416-214-9299 x1, [jon@waterhousesearch.net](mailto:jon@waterhousesearch.net).

*The Wikwemikong Tribal 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.*



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