

Inspector

Do you want to be part of an organization responsible for establishing Ontario's first Inspectorate of Policing; one that is committed to an equitable, holistic, people-focused and community-centred approach to policing? One that promotes excellence and equity, and strives to improve public confidence in policing while giving those who serve in the field a real sense of purpose and fulfilment?

Do you have inspection and/or investigative skills and a desire to support effective policing? If so, consider this dynamic role at the Ministry of the Solicitor General, where you will support police services within Ontario as they carry out their responsibilities in accordance with The Community Safety and Policing Act, 2019. In this rewarding role, you will ensure compliance with the Community Safety and Policing Act (CSPA) and any other policing regulations through inspections and investigations for municipal, provincial, and First Nations police services and police service boards across Ontario.

NOTE: The current headquarters for these positions is 25 Grosvenor Street in Toronto; however, work will be distributed by the different regions throughout Ontario. Alternate work arrangements may be available.

About the Inspectorate

The Inspectorate of Policing (IOP) is a new division, established to meet the legislative mandate of the Inspector General of Policing under the Community Safety and Policing Act, 2019 (CSPA). Tasked with taking a proactive role on the consistent application of policing across the province, the IOP will monitor, advise, conduct inspections and investigate complaints with respect to the delivery of policing and compliance with the CSPA and its regulations, as well as investigate complaints related to board member misconduct. The IOP will also report on, and conduct analyses regarding, compliance.

Why Work for the Ontario Public Service?

The Ontario Public Service (OPS) is committed to being an employer of first choice, creating a positive and inclusive work environment.

We offer:

- Competitive compensation and benefits
- Flexible work arrangements
- Collegial and professional work culture
- Career growth and development opportunities across multiple business areas
- On-the-job training to support your success in the role

The OPS has been recognized as a top employer. We are proud to have been acknowledged as one of:

- Canada's Top 100 Employers
- Canada's Best Diversity Employers
- Greater Toronto's Top Employers
- Canada's Greenest Employers
- Canada's Top Employers for Young People

What can I expect to do in this role?

In this role, you will:

- Work proactively with policing stakeholders to support consistent application of policing across the province.
- Monitor/address emerging non-compliance and automated inspection reports.
- Conduct inspections or investigations of police services boards, Ontario Provincial Police (OPP) detachment boards, First Nation, OPP boards, OPP Advisory Council, chiefs of police, special constable employers, police services and other policing providers across Ontario.
- Prepare detailed reports on inspections or investigations, identifying areas of non-compliance, expectations and recommendations for improvement.
- Interview principals and witnesses in the gathering of evidence and formulation of conclusions and recommendations pursuant to an investigation or an inspection.
- Prepare and present formal investigative or inspection reports, briefing notes, memoranda and analytical summaries.

Location: Toronto

How do I qualify?

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- You have a valid Ontario class G Driver's Licence

Please Note: The successful candidates will be required to work independently/irregular hours, travel and conduct inspections or investigations under possible adverse conditions.

Technical Knowledge:

- You have demonstrated knowledge of policing services, structures, standards, organization and management of policing and relevant acts, legislation and legislative authorities.
- You have proven experience applying theories, principles and practices of contemporary inspection/investigation techniques to ensure investigations/inspections are performed in compliance with the legislation.
- You have knowledge of Ontario's Indigenous peoples, culture, governance, community perspectives and political dynamics.
- You have experience applying theories, principles, practices and trends in supporting diversity.

Research and Analytical Skills:

- You can use analytical skills to identify, assess, understand and communicate the level of risk when determining corrective action.
- You can use data and statistical analysis to evaluate the performance of policing services, identify emerging trends and/or issues, recommend best practices, increase effectiveness, enhance efficiencies and lower risk.
- You can use analytical skills to assess risks, contentious issues and barriers impacting effective policing and oversight.
- You can evaluate changes in legislation, developing trends and other factors on internal strategies, and facilitate changes to current policies, processes and methods.
- You can use analytical skills to conduct inspections and investigations in a complex and high-profile environment.

Risk Assessment and Problem-Solving Skills:

- You have knowledge of risk assessment and risk management principles to make recommendations on complex issues.
- You can collaborate with policing partners and maintain collegial relationships towards the achievement of common goals.
- You can manage issues arising during inquiries, inspections and enforcement, and identify key issues and recognize broader impacts.
- You can identify problems related to regulatory requirements and determine resolutions in compliance with relevant policing legislation and related regulations.
- You can use problem-solving skills to obtain data, feedback or in-depth investigation from unusual sources.
- You can identify and assess risks and determine risk management activities.

Interpersonal and Communication Skills:

- You can develop effective strategies and use stakeholder engagement skills to identify their perspectives and concerns.
- You have experience using effective interviewing and investigating skills in a regulatory compliance role in high-stress, and contentious situations.
- You can conduct meetings, and prepare inspections and investigation reports, briefing materials, recommendations and other materials.
- You can develop effective partnerships with internal and external stakeholders, manage conflict and build consensus.
- You can resolve conflict to achieve program results and recommend solutions to complex investigation/inspection issues.

Project Management and Planning Skills:

- You have proven experience applying project management, coordination, time management and

data management skills.

- You can support business and change management strategies by evaluating program effectiveness to identify gaps, costs, impacts and issues, and make recommendations.
- You can develop plans for inspection, and investigation, review projects, and evaluate alternative courses of action.
- You can provide policy and expertise to support the development of effective policy and program recommendations.
- You have computer skills using word processing, spreadsheet, graphics and presentation software, database applications, e-mail and Internet applications.

OPS Commitment to diversity, inclusion, accessibility, and anti-racism:

We are committed to build a workforce that reflects the communities we serve and to promote a diverse, anti-racist, inclusive, accessible, merit-based, respectful and equitable workplace.

We invite all interested individuals to apply and encourage applications from people with disabilities, Indigenous, Black, and racialized individuals, as well as people from a diversity of ethnic and cultural origins, sexual orientations, gender identities and expressions.

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> > and the [OPS Diversity and Inclusion Blueprint](https://www.ontario.ca/page/ops-inclusion-diversity-blueprint) < <https://www.ontario.ca/page/ops-inclusion-diversity-blueprint> > pages to learn more about the OPS commitment to advance racial equity, accessibility, diversity, and inclusion in the public service.

We offer employment accommodation across the recruitment process and all aspects of employment consistent with the requirements of Ontario's [Human Rights Code](http://www.ohrc.on.ca/en/ontario-human-rights-code) < <http://www.ohrc.on.ca/en/ontario-human-rights-code> >. Refer to the application instructions below if you require a disability-related accommodation.

OPS COVID-19 Safe Workplace Directive

Effective October 1, 2021, the OPS COVID-19 Safe Workplace Directive requires all Ontario Public Service employees to provide proof they are fully vaccinated, meaning they are fully vaccinated as defined by the Ministry of Health (refer to: [COVID-19 Fully Vaccinated Status in Ontario](https://health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/vaccine/COVID-19_fully_vaccinated_status_ontario.pdf)) (https://health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/vaccine/COVID-19_fully_vaccinated_status_ontario.pdf), including 14 calendar days have passed since receiving their final dose of the COVID-19 vaccine.

Employees who do not provide proof of full vaccination will be deemed 'not vaccinated' under the Directive and will be required to attend a vaccine education program and undergo regular rapid antigen testing. Employees who are not vaccinated under the policy with a valid medical exemption will not be required to attend a vaccine education program but must undergo regular rapid antigen testing.

Salary Range: \$1,558.90 - \$1,903.63 Per Week

Additional information:

- 6 Permanent, 25 Grosvenor St, Toronto, Toronto 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), Talent Acquisition Branch (TAB), HR Service Delivery Division (HRSD) 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.

- The information that you provide for the purpose of this competition and the results from this competition may be used to fill other positions. These positions may be of various tenures, including short-term assignments. Your information and the results from this competition will be retained for the purpose of filling vacancies in accordance with the applicable collective agreement or policy provisions.

Please apply online, only, by **Thursday, February 3, 2022**, by visiting www.ontario.ca/careers, and entering **Job ID 168618** in the Job ID search field. Please follow the instructions to submit your application. Faxes are not being accepted at this time.

If you require a disability-related 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.