



Greater/Grand  
Sudbury Police

**Deputy Chief of Police**

Governed by the Greater Sudbury Police Services Board, the Greater Sudbury Police Service is one of the Big 12 Police Services in Ontario, policing over 3,350 square kilometres of land and 333 lakes.

We employ over 440 dedicated and committed members that serve our community in a variety of departments and units.

We also offer multiple volunteer opportunities through various programs and committees.

Through Our Shared Commitment to Community Safety and Well-being, we are a victim-focused police service that champions community safety, security and wellness, and initiatives and partners to achieve change in community outcomes. We intervene collaboratively to reduce situations of elevated risk and we enforce laws, holding offenders accountable.

### **Your Opportunity to Make a Difference**

The Greater Sudbury Police Services Board invites applications for position of **Deputy Chief of Police**. Reporting to the Chief of Police, the Deputy Chief will have the responsibility of managing the operations of the Police Service in accordance with the priorities and objectives established by the Chief of Police and assisting in the implementation of the Board's Business Plan.

As an experienced police executive, you bring a well-respected record of senior level police service combined with an understanding of modern corporate management practices and support to community safety and well-being. You excel at the operational level and have significant experience in community policing and community engagement with a strong capacity to provide effective solutions to issues of concern. Operating in an environment of increased complexity, the Deputy Chief understands legislation, risk management, and robust quality assurance programs.

The successful applicant will be marked by demonstrated skills in leadership, financial management, strategic visioning and planning, and achievement of recognized outcomes. Your strong abilities to motivate, guide, and inspire members will also be recognized as a key asset. You are committed to the highest performance standards and monitoring for results using crime, data and business analytics that are aligned with the Service's Business Plan, Core Values, and "Our Shared Commitment" policing model.

Through significant experience as a law enforcement executive, you bring an inclusive leadership style demonstrated by your ability to work with diverse groups, community partners, and government bodies. Your commitment to ensuring effective operations is reinforced by the sense of pride that comes from a shared commitment of the highest standards of professionalism and integrity. The Deputy Chief understands the need for trust and transparency through innovative and disciplined management of human and financial resources in order to build public confidence.

Operating in an increasingly complex environment, the Deputy Chief is adaptive and has a strong sense of problem solving, reasoned decision-making, and ability to respond quickly. You recognize that building strong partnerships provides effective engagement and coordinated solutions to issues of concern. Risk management is embraced as a priority to ensure professional and quality emergency response and communications.

## Ideal Professional Qualifications include

### Education and Experience:

- A university degree together with several years of progressively responsible experience in Senior Officer roles or an equivalent combination of post-secondary education, professional development, and experience
- Must be a Sworn Officer

### Required Knowledge & Skills:

- Superior knowledge of the *Police Services Act*, professional standards, and related legislation
- Demonstrated ability to apply modern policing and management best practices
- Demonstrated appreciation of diversity, inclusivity, and working with our partners
- An understanding of and an appreciation for the challenges facing policing today
- Strong problem-solving and effective negotiation skills

### Other Essential Competencies

As a member of the Executive Leadership Team of the Greater Sudbury Police Service, you must be adaptive and have additional competencies deemed as essential by Ontario police leaders.

### These police executive competencies are:

- Leadership and Strategy
- Infrastructure and Financial Management
- Communication
- Police Service Delivery
- Community Knowledge
- Resources Management
- Political Astuteness

### Other developed professional competencies include the ability:

- Promote innovation and guide change
- Application of relevant legislation
- Create Vision and Strategy
- Superior interactive communications skills both written and oral
- Political and organizational awareness
- Collaborate with Partners and Stakeholders

## How to Apply

To explore this opportunity please apply via email with a resume **by October 6<sup>th</sup>, 2021 or sooner to [careers@waterhousesearch.ca](mailto:careers@waterhousesearch.ca)** quoting project **GSP-DC**.

Should you wish to speak to our Executive Recruiter or to receive a detailed position description please contact Jon Stungevicius at 416-214-9299 x1, [jon@waterhousesearch.com](mailto:jon@waterhousesearch.com) or Amy Oliveira at 416-214-9299 x4, [amyoliveira@waterhousesearch.com](mailto:amyoliveira@waterhousesearch.com).

*All applications will be held in strict confidence. We thank all applicants, however, only those selected for an interview will be contacted. Personal information is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act and will be used for employment assessment purposes only.*

*In accordance with the Ontarians with Disabilities Act, 2005, upon request, accommodation will be provided throughout the recruitment, selection, and/or assessment process of applicants.*