



Chief of Police

North Bay is a diverse community that offers a perfect blend of opportunity and easy living. With a population of 51,553 and a trading area of 112,000 people, North Bay offers economic advantages with easy access to larger Canadian and U.S. markets. Most North Bay's residents live within the city's urban core, but a significant rural area also sits within city limits. North Bay's workforce commutes to work in less than ten minutes.

Business leaders have praised the City of North Bay for being an outstanding place to live and for providing a superior economic environment for companies to grow and prosper. Boasting a diverse local economy as well as a large community hospital and two institutions of higher education – Nipissing University and Canadore College – residents from the approximately 14 surrounding communities regularly commute to and from North Bay for work and school.

North Bay is located on the shores of Lake Nipissing and Trout Lake and borders Nipissing First Nation. Historically known as the "Gateway City," North Bay is approximately 3.5 hours north of the Greater Toronto Area and 4 hours west of Ottawa. Trans Canada Highways 11 and 17 run through North Bay.

About the Service

The North Bay Police Service serves the City of North Bay, which is in the southern portion of the District of Nipissing. The combined operating and capital budget is approximately \$25 million. The service comprises over 170 sworn police officers and civilians. It has a new strategic plan based on four key pillars that include: supporting our members, collaborating with our community partners, providing a progressive and responsive service, and policing with the trust and confidence of our public.

The new strategic plan is designed to strengthen the commitment to community policing. This includes a collaborative approach to policing, in partnership with social service agencies, governments, and the public. This allows the service to address issues and causes of crime and social disorder before they occur and ensures a safe, healthy, and prosperous community for residents, businesses, and community partners. The North Bay Police Service believes solving problems before they occur is smart policing.

Our vision is a "safe, engaged, and inclusive community". Our mission is "through strength in our members and collaboration with our community partners, the North Bay Police Service provides progressive and responsive policing to our public."

Looking ahead, the Chief will embrace the vision and mission statements, the new strategic plan and will inspire the service to continue to use forward thinking approaches that will continue to meet the needs of the city's diverse communities and the growing population.



Inspire the Future

As a high-profile community leader, you are a big picture thinker who is willing to embrace new approaches and partnership with community stakeholders to ensure the service can continue to meet its evolving needs. You can take on issues management and lead positive change while ensuring accountability. As Chief of Police, you will be a visible presence while establishing strong ties based on openness and trust between the police service and the diverse communities it serves. Working with the Board, 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 Chief, you have deep and varied experience as a policing executive, 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.

How to Apply

To explore this opportunity please apply online via email **by December 30, 2023** to careers@waterhousesearch.net quoting project NBS-CHIEF in the subject line. Should you wish to receive a detailed information package please contact Tim Lukasewich at 416-214-9299 x8, email at tim@waterhousesearch.net or Jon Stungevicius at 416-214-9299 x1, email at jon@waterhousesearch.net.

The North Bay Police Services 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.