



## TORONTO POLICE SERVICES BOARD

### Deputy Chief of Police (2)

The Toronto Police Services Board is a seven-member civilian board responsible for the governance and oversight of the Toronto Police Service (TPS), the fourth-largest municipal police service in North America. With over 4,800 officers and 2,500 civilian employees, TPS takes pride in its diversity and in its dedication to keeping Toronto the best and safest place to be. The Service's well-earned reputation as a world leader in policing is a reflection of a commitment to excellence, innovation, quality leadership, and ongoing professional development.

The Board is seeking to appoint **two** Deputy Chiefs who will support the Chief in inspiring the trust and confidence of the Service and the communities it serves by maintaining and improving the quality of life and level of safety in the City of Toronto.

To be considered you must bring a track record of progressively senior leadership experience ideally gained with a large and complex metropolitan police service or a large regional, provincial or national service. A sworn police officer and graduate of the Ontario Police College (or have the ability to achieve the required equivalency to serve under the Police Services Act), you have broad and significant operational policing experience, strong business acumen, and a demonstrated ability to drive innovation and change while delivering on community safety priorities in the context of policing reform.

As a member of TPS' executive command team, you have an exceptional opportunity to play a vital role in leading a complex, demanding and dynamic organization. You must be forward thinking and outward-looking, able to anticipate the changing needs of Toronto's communities while seeking continuous improvement in order to achieve better outcomes for the Service and the communities it serves. You demonstrate a deep understanding of the trends and emerging issues in community safety and wellbeing and a reputation for leading proactive change in this space. An outstanding communicator with a proven ability to maintain genuine and meaningful partnerships, you have demonstrated skill in working collaboratively with members of a service, Board, various communities and can build relationships based on transparency and trust with the many communities that make up the multi-cultural mosaic of the City of Toronto.

You are a role model for inclusive and inspirational leadership that is consistent with the principles and values of a professional, progressive and modern police service united in a culture of continuous improvement and service excellence. You have demonstrated a passion and commitment to supporting staff, uniform and civilians by creating a highly inclusive environment of equity, integrity and fairness where decisions are made and applied on a consistent basis. You are a respected team leader and mentor committed to the ongoing professionalization of a service to respond to the evolving nature of policing. You set high standards for yourself yet recognize and



value differences in approaches to work and you care about the mental well-being of all others. You respect and are committed to modern and progressive independent civilian police governance and oversight, and see a productive working relationship with the Toronto Police Services Board as one important component of driving progress on police reform and modernization.

In accordance with the policy of the Board, all candidates must conform to the Toronto Police Service's core values and the Board will conduct a comprehensive background check of all candidates under consideration.

To apply for this position, please visit: <https://boyden.thriveapp.ly/job/1818> and submit your materials prior to the deadline on Monday, February 6, 2023. For more information, please contact [adumont@boyden.com](mailto:adumont@boyden.com) and state the title of the position in the subject line of your e-mail.

*We thank all applicants for their interest, however only those under consideration for the role will be contacted.*