

Assistant Deputy Minister and Inspector General of Policing

Ministry of the Solicitor General

The mission of the Ministry of the Solicitor General is to ensure that Ontario's communities are supported and protected by law enforcement and public safety systems that are safe, secure, effective, efficient, and accountable.

If this mission resonates with you, the Ministry of the Solicitor General has an exciting and challenging opportunity for you to provide strategic leadership in establishing a new division as the centre of excellence for the delivery of inspection, investigation and advisory programs that ensure adequate and effective policing throughout the province and that satisfies the legislated requirements of the Community Safety and Policing Act.

As the Assistant Deputy Minister (ADM), Inspector General of Policing, you will have the opportunity to provide oversight, strategic direction, executive leadership and courageous decision-making that support the development, implementation and enhancement of a new organization that ensures compliance and consistent application of the Community Safety and Policing Act.

The successful candidate for this position will also provide executive oversight to the development of systems that capture annual, thematic, issue-specific, and automated inspections that measure and ensure consistent application of policing. You will also ensure coordinated and effective oversight of legislation, regulations and standards, as well as strategies to maximize the safety and security of Ontarians.

An effective leader in the Ontario Public Service (OPS) is responsible, innovative and collaborative. A responsible leader is someone who demonstrates authenticity, accountability and courage in how they interact with others. An individual who models ethical behaviour, and who is honest and capable of making difficult choices. An innovative leader is someone who leads with common purpose, embraces positive disruption, and has a future mindset. An individual who inspires others, values continuous learning and encourages development and integration. A collaborative leader focuses on helping others to grow, drives people-centred outcomes and promotes an environment of inclusivity. A leader who consistently works to confront bias and systemic barriers while understanding the importance of creating a more diverse and accessible workplace.

OPS commitment to diversity, inclusion, accessibility and anti-racism

The OPS is an innovative, responsive, and accountable public service that works hard to be diverse, anti-racist, inclusive, accessible, merit-based, respectful and equitable. Diversifying leadership teams is a top OPS priority with the goal to achieve parity with the Ontario labour force by 2025 for the most underrepresented groups (Indigenous, racialized and persons with disabilities) in leadership positions.

To advance this goal, the OPS is collecting socio-demographic information that will help to address potential barriers and achieve equity in hiring. You are requested to complete the voluntary survey and contribute to building a more diverse, anti-racist, inclusive and accessible OPS.

The OPS invites all interested individuals to apply and encourages applications from Indigenous and racialized individuals and persons with disabilities.

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 advancing racial equity, diversity and inclusion.

The OPS offers 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.

What can I expect to do in this role?

To fulfill the legislative duties of the Inspector General under the Community Safety and Policing Act (CSPA) by providing executive-level leadership and strategic direction to the delivery of inspection and investigation and advisory programs that ensure adequate and effective policing throughout the province and satisfy the legislated requirements of the Act. Also, to provide executive oversight to the

development of systems that capture annual, thematic, issue-specific and automated inspections that measure and ensure consistent application of policing.

How do I qualify?

Executive and Transformational Leadership

- You have demonstrated strategic leadership skills to promote excellence, deliver results and manage risks in a challenging environment
- You have proven ability to build effective teams committed to serving the needs of diverse groups in a politically sensitive and high-profile environment
- You have demonstrated experience leading organizational transformation, and change management initiatives
- You have success in building an organizational culture based on trusting relationships, staff empowerment and recognition

Relationship Management and Strategic Communications

- You have demonstrated executive experience in the policing and community safety sectors, collaborating with existing partners and developing relationships with new internal and external stakeholders
- You are a politically astute, sophisticated communicator and decision-maker that can effectively provide strategic advice and informed recommendations on high-profile issues and work across the organization with other senior leaders to achieve results
- You have the proven ability to manage multiple stakeholders in highly urgent and sensitive situations and are comfortable operating in a high-impact environment requiring swift movement
- You have excellent diplomacy skills and can deal fairly, frankly, assertively and constructively with senior officials and stakeholders to resolve highly contentious issues

Operational Leadership

- You have broad knowledge of, and demonstrated experience in, community safety and policing
- You have extensive knowledge of policing organizations, including Indigenous policing organizations, and community safety legislation, regulations, standards and programs, including, but not limited to, areas such as discipline, inspections and investigations, professional standards, risk management, and training
- You understand government decision-making processes, accountability, policy development and program delivery in a large multi-stakeholder environment, such as Ontario
- You understand, and have experience with, modern regulatory concepts and best practices, including taking evidence- and risk-based approaches to compliance and risk management and mitigation strategies
- You can provide the required leadership to the ongoing oversight and governance of, and relationships with, regulatory organizations / agencies

Job-Specific Knowledge

- You can ensure the Inspectorate, and its related operational activities are developed and delivered in compliance with provincial legislation and regulations and within the broad context of the government's agenda
- You can provide leadership and oversight to a program which ensures compliance with, and the consistent application of, the Community Safety and Policing Act
- You can strategically and swiftly respond to policing non-compliance issues and take immediate actions to mitigate risks

Bonus info section:

- 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 OPS uses multiple methods to assess candidates for executive positions; these may include resume screening, interviews, assignments, psychometric assessments, simulations and reference checks.

Location: Toronto, ON

Salary: \$164,910.00 - \$222,720.00 Per Year

Job Term: Permanent

Please apply online, only, by **Friday, October 7, 2022**, by visiting <http://www.gojobs.gov.on.ca/Preview.aspx?Language=English&JobID=187873>. Please follow the instructions to submit your application. Faxes are not being accepted at this time.

If you require accommodation in order to participate in the recruitment process, please contact the Executive Recruitment Unit at careersexecutive@ontario.ca. 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