



Chief of Police

A career-defining opportunity for a politically astute, strategic thinker who leads by example and can develop and articulate a vision, build loyalty, inspire confidence, and consistently achieve goals to meet the changing needs of the Board, the Police Service, and the community at large.

Located in the heart of Ontario's scenic Kawarthas region, an area known for its exceptional quality of life and access to a wide array of amenities, the **City of Peterborough** is committed to ensuring that all its residents – 82,000 and growing strong – have equal access to the City's goods, services, and facilities. The City promotes a safe, healthy workplace, and its employees strive for excellence every day in providing the very best service possible.

Under Section 31 of the Police Services Act, the primary role of the **Peterborough Police Services Board** is to establish, after consultation with the Chief of Police, the overall objectives, priorities, and policies for the provision of police services and the safety and security of citizens. The Board does not direct the Chief with respect to specific operational decisions or day-to-day operations of the Service.

As the new **Chief of Police**, you will be a financially savvy senior manager with a consultative approach. You are a leader of change who has the ability to understand the history, culture, and organizational structure of the Service. You have the expertise to work with key stakeholders to build upon past successes and lead the Executive Team with a clear sense of direction, delegating while holding final accountability for results. As this leader, you will present a visible, respected profile for the Service, building on the community's confidence in frontline officers. You will lead the Service in building positive working relationships with many partners and stakeholders, from the City of Peterborough, Selwyn Township, and Cavan Monaghan Township, to local businesses and not-for-profits, along with other police and law enforcement organizations.

Reporting to the Peterborough Police Services Board, you will have overall accountability for the implementation of the Board's policies and strategic direction, and the leadership, administration, and oversight of the Peterborough Police Service, including financial practices and human resources management. As Chief of Police, you will oversee Police Service operations to ensure, jointly with the Board, the cost-effective delivery of quality, adequate and effective policing services that will both uphold the law and provide safety and security to the citizens of Peterborough, Lakefield, and Cavan Monaghan.

The Board will rely on you to ensure that plans, strategies, policies, and programs are in place for the overall sound financial management of the Police Service, including budgeting processes, financial controllership, the treasury function, risk management and asset management. With your past experience in administering collective agreements in the policing sector on behalf of a board, you are also equipped to advise and support the Board in carrying out its labour relations and collective bargaining responsibilities.

This mission-critical mandate calls for the inspiring leadership of a best practices champion with a university degree in a related discipline or experience-based equivalent and demonstrated success in a senior management capacity within a police organization. Experienced in strategic management, in leading large-scale change, and in developing and implementing community-based policing initiatives, you are adept at building community relationships and partnerships with all stakeholders, and comfortable managing in an environment in which employees are members of bargaining units.

With such a background, you will be knowledgeable about the principles, theories, practices, and

legislation related to law enforcement, the criminal justice system, and the legal framework of municipal policing in Canada, as well as government processes and accountabilities to the Police Services Board, the Ministry of the Solicitor General and Municipal Councils. Above all, you will have a proven understanding of the responsibilities of a Chief of Police and a Police Services Board, and of the relationship between the two.

Your proven track record in media relations, public speaking and written communication skills will prove invaluable, as you will be called upon to act as the principal interface between the Police and the external environment by establishing proactive communications with the media and the community. Given the scope of this senior management role, you will also possess knowledge of general management and superior financial and business administration practices, as applied in a police environment.

To apply to this pivotal senior role in municipal policing, submit your application to **Phelps** at careers@phelpsgroup.ca, **specifying the job title in the subject line of your e-mail**. Application deadline: **August 29th, 2022**.

NOTE: All new Members are required to provide proof that they are fully vaccinated prior to commencing employment as outlined in AI-051 Hiring.

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The Peterborough Police Service is an organization that strives to embrace the spirit of inclusion, diversity, equity, and accessibility.

We are an equal opportunity employer committed to building an inclusive and barrier-free environment in which all individuals have access to the Peterborough Police Service's goods, services, and facilities. If contacted for an employment opportunity, please advise Human Resources if you require an accommodation.
