

Thunder Bay Police Service

Chief of Police

Situated close to the U.S. border and to Manitoba, Thunder Bay is the largest community in North Western Ontario and serves as an important hub for First Nations communities in the region. With a large Indigenous community and a growing number of new Canadians, Thunder Bay is a diverse community. Like many communities in North America and particularly given the history of trauma for many in the community, Thunder Bay faces social issues of homelessness, mental health and drug abuse. In responding to these and other challenges, the Thunder Bay Police Service has affirmed its commitment to make the changes needed to be an effective partner with the communities that it serves.

To lead this transformation, the Thunder Bay Police Services Board is seeking a Chief of Police whose leadership will inspire the trust and confidence of the communities it serves and of the staff within the Service. The new Chief will lead a Service with an operating budget of approximately \$50 million and a complement of approximately 300 sworn and civilian staff. A high-profile community leader, you will be a visible presence establishing strong ties based on openness and trust between the Police Service and the diverse communities it serves. Working with your leadership team to ensure open communication within the Service you will set priorities for crime prevention and public education. You will support your sworn officers and civilian employees ensuring they have clearly defined goals, and the tools, training and motivation they need to attain them.

The attributes sought in the new Chief reflects the opportunities and challenges facing the Thunder Bay Police Service today. Recognized for your absolute dedication to the highest professional standards, you understand the importance of the social determinants of community safety. Crucially, you have demonstrated that you genuinely care about the diverse peoples and communities you serve, seeking to understand their history, culture and values and the challenges they face. You excel at operations and support services, connecting all levels within the Service's mission and values. You embrace and support effective civilian governance as you work with the community, staff, the Association, and the Board, to enhance the credibility of the Service. An exceptional communicator, you will partner with agencies, social service providers and the community at large, to provide coordinated solutions to issues of pressing concern.

Your skills and experience should be balanced with a commitment to lifelong learning.

Applications are encouraged immediately and should be submitted online below ideally by December 16, 2022. For more information, please contact Bridget Humeniuk, Consultant at Odgers Berndtson, at Bridget.Humeniuk@odgersberndtson.com. We thank all those who express an interest, however only those chosen for further development will be contacted.

Thunder Bay Police Service is an equal opportunity employer. In accordance with the Accessible Canada Act, 2019 and all applicable provincial accessibility standards, upon request, accommodation will be provided by both Odgers Berndtson and Thunder Bay Police Service throughout the recruitment, selection and/or assessment process to applicants with disabilities.

Odgers Berndtson is deeply committed to diversity, equity and inclusion in all the work that we do. As part of our efforts to better understand our ability to reach as broad a pool of candidates as possible for our searches, our DEI team would like to encourage you to take a moment and access our [Self-Declaration Form](#).