



---

---

## SARNIA POLICE SERVICE

---

---

*The Sarnia Police Services Board is currently inviting applications for the position of Deputy Chief of Police.*

### **About the City of Sarnia**

Situated on the shores of Lake Huron at the mouth of the St. Clair River, The City of Sarnia is noted for its breathtaking sky-blue water and beautiful waterfront parks. A border community with a population of 72,000 residents, the City of Sarnia offers a high quality of life with affordable living, excellent schools, state-of-the-art healthcare facilities, and a variety of cultural institutions, together with exceptional recreation and leisure services.

### **Deputy Chief of Police**

Reporting to the Chief of Police, the Deputy Chief will assist the Chief in managing the operations of the Police Service in accordance with the priorities and objectives established by the Chief of Police and assisting in the implementation of the Board's Business Plan.

The Deputy Chief of Police is a community-minded individual who represents the integrity and trust Sarnia residents hold in their police service. Exemplifying professionalism, high standards, and integrity, the Deputy Chief of Police inspires members and, with the Police Chief, builds an internal culture to meet the highest standards.

Working collaboratively with the Chief of Police and the Sarnia Police Services Board, the Deputy Chief of Police is a trusted authority who provides measurable input to ensure the provision of adequate and effective police services, law enforcement, and crime prevention within the City.

Collaborating with community organizations and neighbouring enforcement services, the Deputy Chief of Police is a leader, highly visible within the community as pillar of trust. The Deputy Chief demonstrates a strong sense of commitment to the people of Sarnia, as all Sarnia Police Service members do. This includes providing service to Aamjiwnaang First Nation, a First Nations community of about 2400 Chippewa (Ojibwe) Indigenous Peoples, 850 of which live on Reserve.

As a key leader with demonstrated people management and team development experience, the Deputy Chief will ensure a positive work environment that will motivate and retain an engaged Police Service of 161 full-time members, including 117 sworn officers. The Deputy Chief fosters a relationship between police and community members, upholding Sarnia Police Service's objective, "People Serving People."

The Deputy Chief thrives at workplace management by motivating, directing, and empowering employees to optimize workplace productivity and promote professional growth. This involves connecting with members and forging a relationship built on trust and mutual respect.

The new Deputy Chief of Police will bring to the role a distinguished track record as a seasoned police executive, known for working in partnership with the community and local agencies. The individual, along with the Chief of Police, will strengthen the community with an innovative and transparent approach to the delivery of police services. This is accomplished with highly attuned people skills including effective communication, negotiation, problem solving, conflict resolution, empathy, and relationship building. With a clear sense of direction, committed to continually evaluating the needs of the community, the new Deputy Chief of Police will be a relationship builder that places great value on building a culture of community within Sarnia Police Service and the City.

**To be considered for this recruitment, candidates are invited to submit a resume in confidence to [hr@sarnia.ca](mailto:hr@sarnia.ca) indicating "Deputy Chief of Police" in the subject line by October 23, 2022. We thank all applicants for their interest, however, only those candidates selected for an interview will be contacted.**

*The health, safety and well-being of City of Sarnia employees is paramount, and in response to the COVID-19 pandemic, additional measures have been implemented throughout the corporation to protect our employees and ensure their continued health and safety. On September 13, 2021, the City of Sarnia implemented a Mandatory Vaccination Policy, which states that new employees to the City are required to be fully vaccinated on their first day of employment.*

*The City of Sarnia is committed to improving the quality of life for residents by fostering equity and diversity within its employees, creating an inclusive environment that enables all employees to reach their full potential and contribute. Diversity strengthens the quality of our services by bringing together multiple ideas and perspectives. The City is an inclusive and equitable corporation that encourages applications from qualified individuals of all genders, persons with disabilities, members of visible minorities and Indigenous persons. Appropriate accommodations will be provided upon request throughout the hiring process as required by the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code. Information received relating to accommodation and diversity will be addressed confidentially.*

*Personal information is being collected under the authority of the Municipal Freedom of Information and Privacy Act and will be used for employment assessment purposes only.*