



Kingston Police

Deputy Chief of Police

Founded in 1841, Kingston Police is one of the oldest Canadian police forces in existence. Members of the Kingston Police have established a long and proud tradition of serving the Kingston community. Kingston Police patrols an area of 450 square kilometres and serves a population of over 135,000 residents. With an authorized strength of 262 staff (201 sworn members and 61 civilian employees), and a budget of \$41 million, the Kingston Police is committed to the highest standards of integrity and professionalism. The Kingston Police Services Board is currently seeking candidates for the position of Deputy Chief for the Kingston Police.

In today's challenging policing environment, the Deputy Chief must work closely with staff, uniform and civilian, as they deal with changing work requirements and task complexity – by creating an environment of trust, openness, and collaboration. The Deputy will serve as a role model for behaviour that is consistent with the principles and values of a professional, ethical, and inclusive police organization. Success will require a commitment to the safety and wellbeing of all members of Kingston Police and the communities served. Representing Kingston Police at community events and standing in for the Chief as required, the Deputy will be expected to communicate in a manner that promotes understanding, respect, and effectiveness.

To be considered, you must have the skills to support the overall operation of the Service and the confidence to be an effective, contributing member of the executive team by providing visible leadership across the organization, enabling Kingston Police to move forward with a clear sense of direction. You bring to the position a respected and distinguished track record of senior level police service in the areas of operations and support, combined with an understanding of modern corporate management. You will ensure the highest standards in emergency response and community engagement. A skilled communicator with a proven capacity for strategic planning, you bring an innovative approach to the delivery of police services and, above all, a commitment to the highest standards of integrity and professionalism.

Applications are encouraged immediately and should be submitted online ideally by April 23, 2021, at <https://www.odgersberndtson.com/en/careers/17068>. For more information, please contact Kristen Manning, Senior Consultant of Odgers Berndtson at Kristen.manning@odgersberndtson.com. We thank all those who express an interest, however only those chosen for further development will be contacted.

Kingston Police 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 Kingston Police throughout the recruitment, selection and/or assessment process to applicants with disabilities.