



The North Bay Police Services Board is accepting applications for

DEPUTY CHIEF OF POLICE

The North Bay Police Services Board is seeking an ethical, innovative and collaborative leader, who under the direction of the Chief of Police, will play an instrumental role in ensuring that our Police Service continues to achieve excellence in program and service delivery in partnership with our communities.

The North Bay Police Service is committed to working collegially in partnership with all residents, businesses and organizations within North Bay and Callander for the betterment of the communities we serve. The Service has an authorized compliment of 94 police officers, 64 civilian members and has a current operating budget of approximately 18 million dollars.

The Deputy Chief will direct operational and administrative functions to ensure the delivery of a high quality, cost-effective and efficient police service in keeping with the vision, mission, goals and objectives as articulated in the Strategic Business Plan.

A strategic thinker with a detailed knowledge of the criminal justice system and the legal framework of policing in Canada, the Deputy Chief of Police must demonstrate experience in modern police management practices, principles and procedures in an ethical manner. This role also requires excellent financial, change and human resource management, analytical decision-making, superior communication and problem solving skills.

Through significant experience in law enforcement, you bring an inclusive leadership style demonstrated by your ability to work with diverse groups, community partners, and government bodies. Your commitment to ensuring effective operations is reinforced by the sense of pride that comes from a shared commitment of the highest standards of professionalism and integrity. The Deputy Chief understands the need for trust and transparency through innovative and disciplined management of human and financial resources in order to build public confidence.

Operating in an increasingly complex environment, the Deputy Chief is adaptive and has a strong senses of problem solving, reasoned decision-making, and ability to respond quickly. You recognize that building strong partnerships provides effective engagement

and coordinated solutions to issues of concern. Risk management is embraced as a priority to ensure professional and quality emergency response and communications.

Interested individuals must be both politically astute and an articulate spokesperson for the Service. The incumbent shall, when required, fulfill the duties of the Chief of Police in an acting capacity.

This is a contract position with the North Bay Police Services Board. Salary and benefits to be negotiated.

Qualified candidates are invited to submit, in confidence, a cover letter; a curriculum vita which outlines education, management experience and leadership achievements; and contact details for at least three work references no later than Thursday, February 28, 2019 at 4:00 pm to the attention of:

Mr. Dennis O'Connor, Chair
North Bay Police Services Board
P.O. Box 717, North Bay, ON P1B 8J8

Candidates selected for consideration for this position will be required to attend an interview with a selection panel. The North Bay Police Service is an equal opportunity employer.

In accordance with the Ontarians with Disabilities Act, 2005, upon request, accommodation will be provided throughout the recruitment, selection, and/or assessment process of applicants.