

Chief of Police | Manitoba First Nations Police Service (MFNPS)

Manitoba First Nations Police Commission is currently inviting applications for the position of Chief of Police.

As one of the oldest operating First Nation Police Services in Canada, MFNPS, is a recognized stand-alone police agency with its Headquarter office located in southern Manitoba, providing policing services to the following First Nation Communities:

- Birdtail Sioux Dakota Nation
- Canupawakpa Dakota Nation
- Long Plain First Nation
- Opaskwayak Cree Nation
- Roseau River Anishinabe First Nation
- Sandy Bay Ojibway First Nation
- Swan Lake First Nation
- Waywayseecappo First Nation

Manitoba First Nations Police Service currently employs a staff of 70 in addition to providing employment for guards, matrons and maintenance personnel within the respective communities; who understand, honour, and respect the cultures, beliefs, traditions and history of their First Nations people.

It is the goal of Manitoba First Nations Police Service to position itself as the Police Service of choice to First Nation's Communities in the province of Manitoba seeking alternatives in policing.

The Chief of Police for the Manitoba First Nations Police Service is appointed by and accountable to the Manitoba First Nations Police Commission. The Chief of Police oversees operational, policing and administrative functions of the Manitoba First Nations Police Service, and represents the organization at community, provincial and federal levels.

The Chief of Police is responsible for implementing the goals, objectives and priorities established by the MFNP Commission through the strategic planning process and embraces the service's Mission, Vision and Values. The Chief of Police will contribute to the continued success of the Service by playing a key role in management of human, financial and capital assets and by pursuing excellence in community engagement, partnerships, planning and performance measurements.

The Chief of Police will have a strong sense of community, possess excellent communication and interpersonal skills to build and maintain constructive relations with employees, the MFNP Association, the Police Commission, Dakota Ojibway Tribal Council and a diverse group of government and community partners. Success will require a commitment to the safety and wellbeing of all members of each individual community, recognizing the individual needs and concerns of each growing and diverse community.

The ideal candidate will have significant leadership experience as a sworn officer, demonstrated record of exceptional personal integrity, high ethical values and a commitment to the highest

standards of professionalism combined with an understanding of corporate management and a commitment to support the communities the MFNPS serves.

The ideal candidate will demonstrate the ability to embrace change and help guide the community and the membership through challenges and opportunities. The successful candidate will be expected to establish a vision of excellence, gain credibility and provide consistency in delivery of police services, promote diversity in the Service, welcome diverse cultural perspectives and motivate others to embrace change.

KEY RESPONSIBILITIES:

- Oversee the development and evaluate the success of the police service strategic plan.
- Supports and participates in the development, critique and implementation of guidelines/policies, systems and instruments to support the achievement and maintenance of Indigenous cultural safety in all recommendations, strategies, and initiatives of MFNPS.
- Ensure efficient operations of the MFNPS through planning, organizing, directing and controlling of resources.
- Champion the use of policing strategies, programs, and tactics in the police service such as: intelligence-led, evidence-based, and mission-based policing and problem-oriented policing to mitigate crime and disorder issues.
- Champion the use of varying communications strategies to achieve common goals, influence and gain stakeholder support.
- Set the direction for and evaluate the implementation of change.
- Hold accountability for community and media relations.
- Lead others in adapting to innovate work environments and ensures awareness on Police Service initiatives, decisions, committees, policies, etc.
- Ensures maintenance of and compliance with policies and procedures including administrative policies, collective agreements, safety procedures, government regulations, bylaws, etc.
- Develop relationships with leaders, organizations, and governing bodies.
- Value diversity in a respectful policing environment.

COMPETENCIES

Must be proficient in the following competencies at the highest level:

- Change Management
- Community Engagement
- Decision Making
- Financial Management
- Human Resource Management
- Strategic Management
- Information Technology Management
- Valuing diversity
- Ethical Accountability
- Media Relations
- Public Accountability
- Public Safety
- Organizational Awareness
- Fostering Relationships
- Innovation

EDUCATION

- A degree in police science, criminal justice, public administration, or a related field
- A demonstrated combination of experience and education and training may substitute for formal education
- A Master's degree in a related field such as business administration is desirable

KNOWLEDGE AND EXPERIENCE

- 10 years of progressively responsible law enforcement experience in patrol, investigations and emergency response programs
- Eight (8) years of progressively responsible policing leadership and management experience
- Understand and respect the history and socio-cultural environment of the First Nations that are served by the MFNPS
- Advanced knowledge of law enforcement, legislation and policy regarding public safety
- Advanced knowledge of local, regional, and national policing issues, philosophies, practices and trends
- Advanced knowledge of current law enforcement management theory and administrative standards
- Experience in working within governance structures is preferred
- Experience in dealing with media and community relations

OTHER REQUIREMENTS

- Excellent oral/written communication
- Exceptional interpersonal skills
- Must have valid Manitoba Driver's License
- Must have First Aid Certificate and CPR Certification
- Must be a Canadian citizen
- Must pass a security clearance investigation
- Understanding of the Indigenous culture and language, would be an asset

COMPENSATION

A competitive compensation package will be negotiated and provided, including a comprehensive benefits package and employer matched pension plan proportionate on qualifications and experience. Further details will be discussed in a personal interview.

TO APPLY

To be considered for this position, please submit your cover letter, resume and related information in confidence to: Matt Erhard at Summit Search Group at matt.erhard@summitsearchgroup.com

To explore this opportunity further please call (204) 926-8896 or email matt.erhard@summitsearchgroup.com