

## **About the EPS**

The City of Edmonton is a rapidly growing, vibrant city of more than one million people. As a modern police service committed to increasing community safety, the Edmonton Police Service (EPS) balances traditional enforcement with social needs by establishing strong community partnerships, leveraging data-driven evidence and cultivating an innovative workforce reflective of the city it serves. Today, the EPS is better trained, better educated and more diverse than at any other time in history. We are proud to have an engaged workforce that is committed, motivated, and efficient.

The EPS is a leading police organization that encourages creativity, innovation, exploring new ways of working, and implementing better processes to increase output. Our technological capabilities allow officers and support staff to be better equipped and intelligence-led when problem solving and dealing with day-to-day responsibilities.

The EPS has approximately 3,000 employees (both sworn and civilian) committed to ensuring that the City of Edmonton is a safe place to work, live and visit. With approximately 2,000 police officers, the EPS provides around-the-clock safety and security to Edmonton residents.

## **Our Mission Statement**

To be relentless on crime and a leading partner in building community safety.

## **Our Vision**

A forward-thinking police service that strengthens public trust through addressing crime, harm, and disorder.

## **Our Core Values**

Integrity - Doing the right things for the right reasons all the time.

Accountability - Responsible for our own decisions and actions.

Respect - Treating others as we would like to be treated.

Innovation - Pursuing excellence and creativity.

Courage - Maintain strength in the face of our greatest challenges.

Community - Respect and honor the diverse communities that we are Dedicated to Protect and Proud to Serve.

## **Hours of Work:**

The regular hours of duty for each member shall be eighty (80) hours bi-weekly, generally scheduled Monday to Friday based on operational requirements. This is a management level position with hours of work that may vary based on the needs of the EPS. The members holding this rank are not entitled to compensation for additional hours of work that may be required.

## **Salary Range:**

\$164,882 - \$183,726 per annum (\$78.97 - \$87.99 per hour)

**For information on how to apply and an overview of the process for external candidates, please click the link below.**

The information sheet explains how to apply and outlines the process.

The cover letter template is also found in the link below (the link inside the information sheet will not work)

The resume template is also found in the link below (the link inside the information sheet will not work)

The inspector competencies are also found in the link below (the link inside the information sheet will not work)

The zoom links should work for the information sessions.

Any questions, please contact Andrew Hoglund at 780.916.0014 or [Andrew.hoglund@edmontonpolice.ca](mailto:Andrew.hoglund@edmontonpolice.ca)

**<https://drive.google.com/drive/folders/1KE4hGKhqJxdIE8TTnyRV7IR5Sb8mZR3y>**

The Edmonton Police Service (EPS) is seeking applicants at the rank of Inspector or higher. Successful candidates would report directly to a Superintendent or Executive Director of a Division and will be responsible for ensuring that the Branch aligns its objectives and business operations with and meets the divisional and overall organizational strategic goals in accordance with the mission and vision of the Edmonton Police Service. The Inspector will work in conjunction with the Superintendent/Executive Director and the other Inspectors/Directors to develop and implement Division-wide strategic goals and objectives related to the Branch. The Inspector will be responsible for the achievement of Branch outcomes and the efficient and effective use of resources (personnel, financial, technologies, equipment etc.). The Inspector will be required to provide operational and business expertise within the Branch, offer leadership and deliver supports to the sections and units within the Branch.

**Responsibilities will include:**

- Leading and developing a team of sworn and/or civilian members including employee development, engagement, morale, performance, discipline and safety.
- Establishing Branch objectives, strategies, policies, priorities, operational procedures and evidence-based performance result measures within a service delivery model.
- Continually collecting data and monitoring the achievements and deliverables of Branch operations.
- Acquiring and managing resources necessary to ensure that the operations of the Branch provide the necessary and required support to the Division and entire organization.
- Establishing a budget, maintaining accountability for Branch expenditures (and possible revenues) and reporting on financial status in accordance with organizational requirements.
- Building relationships, liaising and collaborating with other EPS business areas along with internal and external stakeholders on Branch goals and operations.
- Providing timely, accurate and relevant advice and recommendations to the organization on new strategies, policy changes, processes / actions and information relevant to the operations of the Branch to support EPS goals and priorities.
- Representing the EPS, Division and/or Branch publicly and on committees as required.
- Maintaining situational awareness, both internally and externally and effectively communicating up and down the chains of command. Creating and supporting an environment that promotes innovative thinking and problem solving.
- Other related duties as required.

**Qualifications:**

- An active sworn member, holding an equivalent and substantive rank of Inspector, or higher, to that of the Edmonton Police Service.
- Post-secondary Degree or diploma in a related discipline (Leadership, Business, Management, Criminology, etc.) would be considered an asset.
- A Master's Degree would be considered an asset.
- Professional development in the fields of Accountability & Integrity, Leadership & Decision Making, Communication, and/or Community Engagement from a post-secondary institute or industry leader (Alberta Sol. Gen., PERF, and FBI Academy) would also be considered an asset.
- Applies sound knowledge and expertise in making effective decisions.
- Demonstrates an ability to inspire and lead others to achieve Organizational and Divisional goals.
- Demonstrates an ability to recognize trends, employ conceptual thinking and apply ethical, effective and practical problem resolutions.
- Delivers exceptional customer service to diverse stakeholder groups.
- Demonstrates excellent interpersonal, verbal and written communications skills.
- Implements effective people leadership skills including coaching and mentoring expertise, building organizational talent and empowering others to achieve personal and corporate outcomes.
- Ability to successfully action strategic plans and deliver timely positive results.
- Ability to manage challenging situations tactfully and effectively.
- Demonstrates resiliency and reflects an ability to adapt to changing influences.
- Demonstrates ongoing and continual learning.