



## **DEPUTY CHIEF OF POLICE**

The Bradford West Gwillimbury/Innisfil Police Services Board is currently accepting applications for the position of Deputy Chief of Police. Working closely with and reporting to the Chief of Police, the successful candidate will have a demonstrated record of strong leadership and exceptional personal character that will inspire the loyalty and confidence of the Service and community.

The South Simcoe Police Service has been serving the growing and vibrant communities of Innisfil and Bradford West Gwillimbury since 1997. The Service has an authorized strength of 104 sworn officers and 50 civilians. We provide policing services to a combined population of more than 86,000 residents, answering approximately 25,000 calls for service per year, while fulfilling the mission of working together to ensure effective and efficient community safety and well-being.

Under the direction of the Chief of Police, the Deputy Chief will be responsible for leading the development, implementation and communication of policing and operational support strategies needed to advance positive community safety and well-being outcomes.

The Deputy Chief will be responsible for implementing the goals, objectives, and priorities established by the Chief of Police and the Police Services Board through the strategic planning process and embrace the Service's Mission, Vision and Values.

The Deputy Chief will contribute to continued organizational success by playing a key role in providing a superior customer service experience and by pursuing excellence in community engagement, partnerships, planning and performance measurement. A thorough understanding of the challenges facing modern policing, a strong business acumen, and the ability to implement creative but practical solutions to the challenges of growing communities are key to this position.

The ideal candidate will have significant leadership experience as a sworn police officer and a demonstrated history of exceptional personal integrity, high ethical standards, and a commitment to continuous learning and education. The Deputy Chief will have a strong sense of community, possess excellent communication and interpersonal skills to build and maintain constructive relations with members, the Police Associations, and a diverse group of government and community partners.

**To be considered for this position, please submit your resume, cover letter, and related information in confidence by 4:00 p.m. on Wednesday, March 1, 2023 to the Board Administrator at: [admin@sspboard.ca](mailto:admin@sspboard.ca) attention Board Chair.**

*We thank all applicants; however, only those selected to participate in the process will be contacted. The South Simcoe Police Service is an equal opportunity employer and strives to ensure that it represents the diverse community it serves. The South Simcoe Police Service is committed to equitable treatment of all individuals in accordance with the Ontario Human Rights Code. Accommodation will be provided in accordance with the Ontario Human Rights Code and the position requirements.*



## ***South Simcoe Police Service***

### ***Deputy Chief of Police***

The successful candidate will be a currently serving senior officer possessing the following qualifications:

- Advanced knowledge of the *Police Services Act*, professional standards, and related legislation.
- Understanding of and an appreciation for the challenges facing modern policing and a demonstrated ability to provide leadership that continues to integrate current policing and management best practices within the service.
- Advanced knowledge of budgeting and financial practices applicable to law enforcement.
- Experience in building strong community relationships and demonstrated ability to work with diverse community partners.
- A strong and proven commitment to diversity, equity, and inclusion practices both internally and in the community.
- Political acuity with strong organizational awareness and ability to deal with sensitive matters tactfully and with discretion.
- Must be an articulate spokesperson for the Service with media management capacity.
- Strategic thinker with strong leadership and management skills, with an emphasis on leading teams, operational and business planning, and the ability to prepare complex proposals and reports.
- Demonstrated ability to manage change, direct operational and administrative functions in a high quality, cost effective and efficient manner in keeping with the vision, mission, values and objectives of the police service.