



DEPUTY CHIEF OF POLICE

*Cobourg Police Services Board is currently inviting applications for the position of
Deputy Chief of Police*

Cobourg Police Services Board is seeking to appoint a Deputy Chief of Police who has demonstrated strong leadership and exceptional personal character that will inspire the loyalty and confidence of the Service and community.

Under the direction of the Chief of Police, the Deputy Chief will be responsible for leading the development, implementation and communication of policing, operational support and innovative 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 managing the Service's human, financial and capital assets, 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 a growing community is key to this position.

The ideal candidate will have significant leadership experience as a sworn police officer and a demonstrated record 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 employees, the Police Associations, and a diverse group of government and community partners.

To be considered for this position, please submit your cover letter, resume and related information in confidence by Friday July 16th by 1600 hours to roger.ramkissoon@cobourgpolic.com, attention "The Hiring Committee".

We thank all applicants; however only those selected for an interview will be contacted.

Cobourg Police Service is an equal opportunity employer and strives to ensure that it represents the diverse community it serves. The 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.

JOB DESCRIPTION

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ESSENTIAL DUTIES and RESPONSIBILITIES:

- Participate in the development of the strategic plan
- Oversee the development, implementation, and monitoring of operational plans to support the strategic plan
- Oversee operations in the area of responsibility
- Oversee management of financial resources in the area of responsibility
- Support human resource management in the area of responsibility
- Oversee intelligence-led and problem-oriented policing strategies, programs, and tactics
- Support change management implementation
- Continue to enhance community engagement and relationship building
- Contribute to management of media relations
- Instill ethical conduct in others
- Develop relationships with local and provincial leaders, organizations, and oversight/governing bodies

QUALIFICATIONS/KNOWLEDGE:

- Advanced knowledge of law enforcement, legislation and policy regarding public safety
- Advanced knowledge of national and international policing issues, philosophies, practices and trends
- Advanced knowledge of current law enforcement management theory and administrative standards
- Advanced knowledge of budgeting and financial practices applicable to law enforcement
- Advanced knowledge of governance structures
- Experience in community relationship building

COMPETENCIES:

- **Change Management**
Facilitates the transition to new organizational processes in response to internal and external needs
 - **Decision Making**
Makes decisions involving varied levels of risk and ambiguity
 - **Ethical Accountability**
Takes responsibility for actions and makes decisions that are consistent with high ethical policing standards
 - **Financial Management**
Applies financial management principles and tools to effectively manage organizational resources (operating, capital, and people)
 - **Fostering Relationships**
Seeks and builds alliances with internal and external stakeholders to meet their needs and further the organization's objectives. Uses an understanding of stakeholder needs, desires and critical success factors to influence priorities, initiatives and objectives and teaches others to do the same.
 - **Human Resource Management**
Applies, implements, and directs the development of human resource management strategies, processes, policies, and practices
 - **Public Safety**
Promotes an intelligence-led and problem-oriented policing philosophy that emphasizes partnerships with community, intelligence gathering, and proactive problem solving that addresses conditions that can raise issues for public safety
 - **Public Accountability**
Works effectively within parameters of jurisdictional governance structure (local, municipal, regional, provincial, and national) and associated policing frameworks. Adheres to the values of public service. Understands and uses internal and external structures of authority and understanding the roles and responsibilities of external stakeholders in police operations.
 - **Strategic Management**
Creates a strategic plan for the police organization, translates strategic objectives into operational goals, and works toward their implementation. Creates opportunities for continuous improvement through an ongoing evaluation of external environment and internal issues that hinder organizational sustainability.
- Innovation**
Work with the team to develop and manage new ideas, innovation and their implementation

EXPERIENCE:

- A minimum of 10 years of progressively responsible law enforcement experience in patrol, investigations, emergency response, specialized functions or other areas of responsibility
- A minimum of 5 years of progressively responsible management experience
- Experience in dealing with media relations
- Experience in community relationship building
- Have working experience and an understanding in Human Resources and Finance

EDUCATION:

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

PHYSICAL DEMANDS:

The physical demands described herein are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The Deputy Chief may be required to work long hours, travel, and/or respond to emergencies or crucial issues twenty-four hours a day, seven days a week.

WORK ENVIRONMENT:

The work environment characteristics described herein are representative of those an employee encounters while performing the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The Deputy Chief will be required to work on-site at the police station. The noise level in the work environment is usually moderate with some distractions. Room lighting is consistent with general office standards. The Deputy Chief may be required to travel out the jurisdiction of the Town of Cobourg to represent the Service.

*The duties and responsibilities outlined above are representative, but not all-inclusive.

COMPENSATION:

A competitive compensation package will be provided, including a comprehensive benefits package proportionate to qualifications and experience.