



Greater/Grand Sudbury Police

Deputy Chief of Police

The Greater Sudbury Police Services Board is currently accepting applications for the position of Deputy Chief of Police. The successful candidate will have a demonstrated record of progressive leadership and exceptional attributes leading the administration and operations of the Service that will inspire our members and bring our strategic priorities to life.

Governed by the Police Services Board, the Service is known for its innovation and community engagement policing philosophy. Our members are guided by our Mission Statement to *ensure a culture of trust through professional service while empowering our community to enhance safety*. We proudly pursue our Vision to *ensure community safety and well-being through collaborative partnerships, innovation and community engagement* while living our “RICH” Values of *Respect, Inclusivity, Courage, and Honesty*.

The Greater Sudbury Police Service is one of the Big 12 Police Services in Ontario, policing over 3,350 square kilometres of land and water. Our recent public surveys have confirmed our top community safety priorities to be drug use, homelessness, and police presence/responsiveness. We employ over 440 dedicated and committed members that serve our community through a variety of programs and divisions, with an operating budget of just under \$73 million.

Through Our Shared Commitment to Community Safety and Well-Being policing model, we are a victim-focused police service that champions community safety, security, and wellness initiatives and partners to achieve change in community outcomes. We intervene collaboratively to reduce situations of elevated risk and we enforce laws, holding offenders accountable.

Greater Sudbury is the largest city in Northern Ontario by population, with a population of 166,004. The City is known for its 330 interior lakes and combines easy access to unspoiled wilderness, internationally acclaimed attractions, varied dining experiences, unique shopping boutiques, big box shopping and headline arts and entertainment. Known for its famous northern hospitality, Greater Sudbury offers natural beauty, four-season outdoor adventures, and a high quality of life.

Your Opportunity to Make a Difference

Reporting to the Chief of Police, a second Deputy Chief of Police Position has been created with the responsibility to manage the operations and administration of the Police Service in accordance with the strategic priorities, goals, and objectives set out by the Board and Chief of Police.

As an experienced police leader you bring a wealth of experience at all levels of the organization combined with an understanding of modern corporate management practices and ability to embrace the changing landscape of policing. Your administrative and operational capacity has you poised to provide effective solutions to issues of concern and proactively implement new approaches to community safety in an environment of increased complexity. The successful applicant understands legislation, risk management, and robust quality assurance programs.

We are looking for an individual with demonstrated skills in leadership, financial management, strategic visioning and planning, and achievement of recognized outcomes with strong abilities to motivate, guide, and inspire members. You are committed to the highest performance standards and monitoring for results using crime, data, and business analytics that are aligned with the Service’s Mission, Vision, Core Values, and “Our Shared Commitment” policing model.

Through significant experience in policing, 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 administration and operations is reinforced by the sense of pride that comes from a commitment to 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 sense 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.

Ideal Professional Qualifications include

Education and Experience:

- A university degree together with several years of progressively responsible experience in police leadership roles or an equivalent combination of post-secondary education, professional development, and experience
- Must be a Sworn Officer

Required Knowledge & Skills:

- Superior knowledge of the *Police Services Act*, professional standards, and related legislation
- Demonstrated ability to apply modern policing and management best practices
- Demonstrated appreciation of diversity, inclusivity, and working with our partners
- An understanding of and an appreciation for the challenges facing policing today
- Strong problem-solving and effective negotiation skills

Other Essential Competencies

As a member of the Executive Leadership Team of the Greater Sudbury Police Service, you must be adaptive and have additional competencies deemed as essential by Ontario police leaders.

These police executive competencies are:

- Leadership and Strategy
- Infrastructure and Financial Management
- Communication
- Police Service Delivery
- Community Knowledge
- Resources Management
- Political Astuteness

Other developed professional competencies include the ability:

- Promote innovation and guide change
- Application of relevant legislation
- Create Vision and Strategy
- Superior interactive communications skills both written and oral
- Political and organizational awareness
- Collaborate with Partners and Stakeholders

How to Apply

To explore this opportunity please apply via email with a resume **March 20, 2023 or sooner to careers@waterhousesearch.net** quoting project **GSP-DC1**. Should you wish to speak to our Executive Recruiters or to receive a detailed position description please contact Tim Lukasevich at 416-214-9299 x8, tim@waterhousesearch.net or Jon Stungevicius at 416-214-9299 x1, jon@waterhousesearch.net.

All applications will be held in strict confidence. We thank all applicants, however, only those selected for an interview will be contacted. Personal information is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act and will be used for employment assessment purposes only.

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.