



## Deputy Chief of Police City of Thunder Bay

Located on the north shore of Lake Superior, under the protective watch of the Sleeping Giant, Thunder Bay is the most populous municipality in Northwestern Ontario. To meet the future needs of the community, Thunder Bay is taking a strategic approach that makes the most of the City's strengths. Top priorities include: a stronger and more diversified economy; a cleaner, greener, more beautiful and proud Thunder Bay; a high quality of life; and being one of the best-run cities in Canada. For more information on Thunder Bay, visit [www.thunderbay.ca](http://www.thunderbay.ca).

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With over 300 staff including 222 Sworn Officers, Thunder Bay Police Service's jurisdictional population is just over 117,000 and covers 678 square kilometres. The Thunder Bay 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 Deputy oversees the day-to-day operations of the Service in accordance with the Police Services Act and coordinates all activities associated with Labour Relations including discipline. As a member of the Senior Command Team, the Deputy Police Chief will embody our mission and values and must display an enthusiastic commitment to the ideals and implementation of the objectives and priorities as determined by the Board.

***The successful candidate will have the following qualifications:***

### **Education & Experience**

- › A university degree together with several years of progressively responsible experience in Senior Officer roles or an equivalent combination of post-secondary education, training and experience
- › Must be a sworn Officer and rank as a Qualified Acting Inspector or above
- › Experience as a Hearing Officer or Prosecutor under Part V of the Police Services Act would be considered a definite asset

### **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
- › An understanding of and an appreciation for the challenges facing policing today
- › Advanced computer skills including the ability to operate spreadsheets and word processing programs at a high proficiency level
- › Understanding of Ontario's Occupational Health & Safety Act

### **Developed Leadership Competencies**

- › Change management, decision making, financial and human resources management, and strategic thinking
- › Community relations, media management, interactive communication, and organizational awareness
- › Ethical and public accountability, public safety, and valuing diversity
- › Superior verbal and listening communication skills to deal with sensitive issues discretely and with tact
- › Effective written communication skills including the ability to prepare complex proposals and reports

Thunder Bay Police Service offers a collaborative work environment and a comprehensive compensation and benefits package including a competitive salary and group health benefits plan. The anticipated start date is January 1, 2017.

Interested candidates are invited to submit a complete application package, IN CONFIDENCE, including a letter of interest, resume, and three references **by 4pm Monday, September 12, 2016** to:

By Mail: **Thunder Bay Police Services Board**  
c/o 500 Donald Street East,  
Thunder Bay, ON P7E 5V3  
**Attention: John Hannam, Board Secretary**

By Email: **JHannam@thunderbay.ca**

*While we appreciate all applications for this position,  
only those who are selected for an interview will be contacted.*