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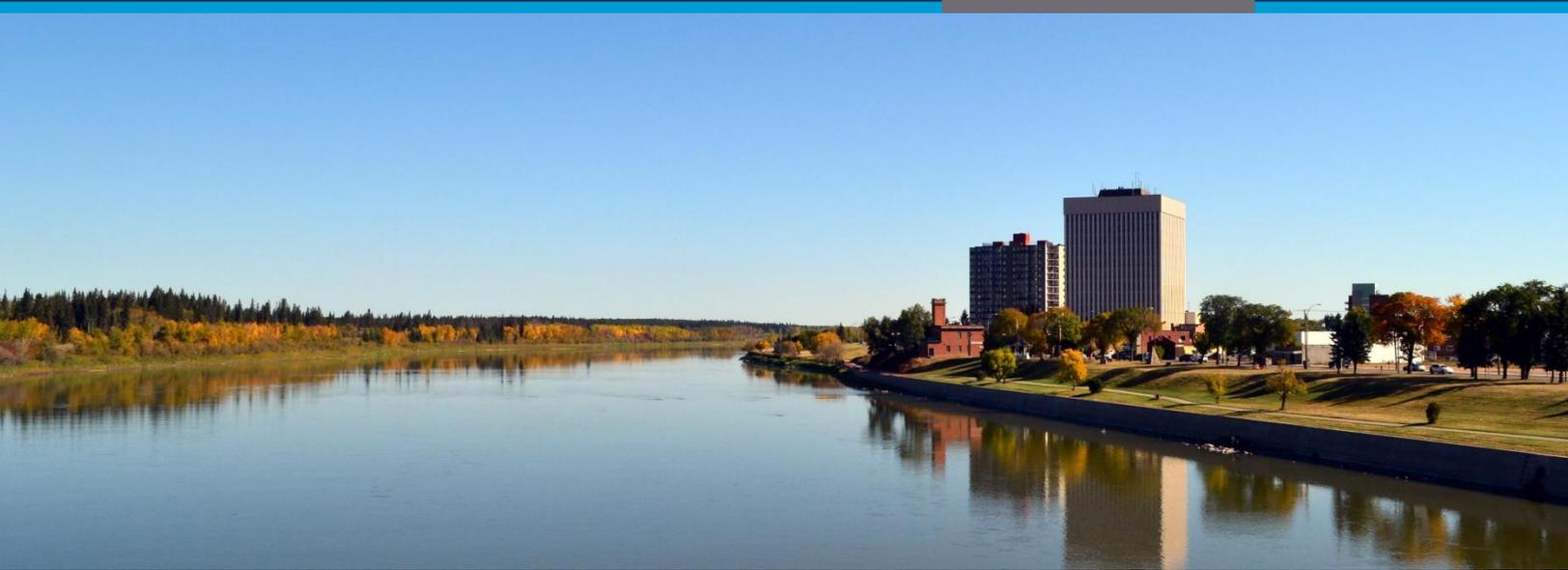
MONTREAL



## OPPORTUNITY PROFILE PRINCE ALBERT POLICE SERVICE

Deputy Chief Of Police





## City of Prince Albert

The City of Prince Albert is a family focused, vibrant and innovative municipality of 36,000 residents. Located in the broad valley of the North Saskatchewan River where the agricultural prairie of the south and the rich forest belt of the north meet, Prince Albert is the third largest City in Saskatchewan. The City is a hub of health care, education, retail and infrastructure servicing upwards of 195,000 people in Prince Albert and central and northern Saskatchewan.

Prince Albert also functions as a service, retail and distribution centre for northern Saskatchewan's resource industries - mining, forestry and agriculture. It is anticipated that this function will continually be enhanced by increased northern resource development. A well developed highway system links Prince Albert with surrounding areas. The City is also the focal point for Northern Saskatchewan's railway network.

Prince Albert is located in Treaty 6 territory and is the homeland of groups who have called the Prince Albert area home for thousands of years. These Indigenous groups are the Woodland Cree, Plains Cree, Swampy Cree, Dene and the Dakota and Métis Nations. Prince Albert has one of the highest Aboriginal (First Nations, Métis and Inuit) population ratios in any Canadian City. Prince Albert is a diverse community with a large Indigenous population, several unique and celebrated cultures, and a growing immigrant population.

## About the Prince Albert Police Service

The Prince Albert Police Service has a long and proud history that began in 1886 as servants of a small town in what was then the Northwest Territories. Over the past 135 years the Service has grown to become a professional and industry leading organization, and their commitment to community safety is stronger than ever. Prince Albert Police Service's growth and development matches that of the City and they are proud to serve in a region so rich in history and culture.



## Mission/Vision

A Diverse Police Service Dedicated to Community Safety and Committed to Reducing Crime. Members of the Prince Albert Police Service will maintain the highest standards to achieve these objectives, to protect the citizens and visitors of our city.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the Police service. I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession - Law Enforcement.

## The Prince Albert Police Service consists of:

### Out of Scope Sworn Members

- Chief of Police
- Deputy Chief of Police
- 3 Inspectors

### Prince Albert Police Association

- 5 Staff Sergeants
- 19 Sergeants
- 67 Sworn Constables
- 2 Community Safety Officers
- 2 Special Constables

100 Sworn Members

26 Civilian Permanent





## The Opportunity – Deputy Chief of Police

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

The Deputy Chief will be responsible for implementing the goals, objectives, and priorities established by the Chief of Police and the Prince Albert Board of Police Commissioners through the strategic planning process and embrace the Police Service's Mission, Vision and Values. The Deputy Chief will contribute to continued organizational success by playing a key role in managing the services' 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 Deputy Chief will bring 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, and build and maintain constructive relations with employees, the Police Association, and a diverse group of government and community partners.

The Deputy Chief will be responsible for directing operational policing and administrative functions of all divisions at the Prince Albert Police Service. The incumbent will oversee the development and implementation of operational plans and represent the police service at municipal, provincial, federal and international levels. The Deputy Chief will coordinate and deliver policing services to the community of Prince Albert through the development of both short and long range plans, utilization of innovative strategies and implementation of appropriate monitoring systems. Such services shall be developed and implemented in accordance with the Mission, Vision and Values of the organization and aligned with the Prince Albert Police

Service Strategic Plan as approved by the Board. Demonstrate a commitment to Neighbourhood/Community Policing and build strong and diverse community links with more police visibility as a top priority.

## The Person

- Senior officer with 15+ years of policing experience.
- Progressive track record of success in a leadership role within a complex and demanding policing environment.
- Police Executive Development Course or equivalent. Post-secondary education considered an asset.
- Administrative leadership experience, including operational budgeting and strategic planning.
- Proven track record in fiscal accountability and human resource management.

## Duties and Responsibilities

### Executive Leadership:

- Lead the development of the Strategic Plan for the Service in consultation with the Chief of Police.
- Oversee the execution and monitor progress of operational plans to support the Strategic Plan process.
- Promote and support neighbourhood policing and administrative functions through effective planning, decision making, resource allocation and community involvement.
- Guide the resources of the Service through effective policy setting.
- Ensure the efficient utilization of resources through ongoing comprehensive audits and measurements.
- Promote the best interests of the community of the City of Prince Albert, the Prince Albert Police Service, the Board, the Chief and all members of the Service.
- Represent the Prince Albert Police Service on various external committees, work groups and conferences. Develop relationships with leaders, organizations, and oversight and governing bodies.

### Divisional Leadership:

- Oversee and monitor all operational, policing and administrative areas of responsibility in an efficient, effective, economical and timely manner.
- Direct intelligence-led and problem oriented policing strategies, programs and tactics.
- Lead financial resources by applying financial principles and tools to effectively manage organizational resources including operating, capital and people.
- Assist the Chief of Police in identifying financial options and alternatives to enhance service delivery.
- Oversee human resource services by anticipating and planning for future human resource requirements based on the long-term vision and strategic direction including executive succession planning.
- Identify new ways which human resources can support the achievement of long-term organizational objectives.
- Provide overall direction and coordination of information systems and PRIDE initiatives and partnerships.
- Create opportunities for continuous improvement through leadership of information technology.

- Ensure compliance with Provincial Regulations and Legislation through design and development of policies and procedures to meet organizational needs.

#### Professional Standards:

- Oversee the coordination of all investigative and reporting activities relative to Public Complaints of the Police Act, internal complaints initiated by the Chief of Police and investigations falling under the mandate and in accordance with The Police Act 1990.
- Oversee all final reports as prepared by Professional Standards and ensure proper reporting to the Board, the Chief and external agencies as required.
- Assist with the administration of discipline as required in accordance with the Police Act, and the Code of Conduct. Ensure that standards and safeguards are in place to protect the organization's integrity and participate in defining ethical policing practice.

#### Commitment to Continuous Improvement:

- Facilitate transition to new organizational processes in response to internal and external needs by formulating a clear and compelling vision for change and its implications for the organization.
- Create an environment that encourages innovation and continuous improvement through monitoring of performance measures within each business area for the purpose of celebrating success and problem solving for improvements.
- Communicate change initiatives and impact to police service employees, police services board, and community members.
- Advocate for necessary resources for change initiatives. Launch the initiatives and reinforce the change message.



## Public Safety and Media Relations:

- Contribute to management of community and media relations.
- Articulate clear messages, internally and externally, to support an approach that blends intelligence-led and problem-oriented policing.
- Direct the development and administration of policies and procedures to implement an integrated approach to intelligence-led and problem-oriented policing.
- Educate key stakeholders about the approach and outcomes to gain their support.

## Success Factors

### Leadership:

- Is a visible, inspiring and people-oriented leader with a reputation for successfully attracting, mentoring and motivating staff.
- Committed to employee and organizational health and wellness. Straightforward, open and approachable.
- Is available and in touch with the various levels of employees to coach and counsel when required, clearly receptive to the input of subordinates.
- Recognizes, acknowledges and encourages contribution at all levels of the organization – feels strongly about teamwork, respects and supports others and contributes to the team by encouraging individuals to improve through mentoring and facilitating participation and teamwork.

### Strategic Management:

- Participates in the creation of a strategic plan for the PAPS and translates strategic objectives into operational goals.
- Creates opportunities for continuous improvement through an ongoing evaluation of external environment and internal issues that hinder organizational sustainability and employee wellness.
- Leads change that is informed by the organization's vision, mission and values and is responsive to the multiple stakeholders and processes that influence service delivery.

### Public Safety:

- Promotes an intelligence-led and problem-oriented policing philosophy that emphasizes partnerships with community, intelligence gathering, and proactive problem-solving addressing conditions that can raise issues for and impact public safety.

### Decision-Making:

- Makes strategic decisions involving varied levels of risk and ambiguity.



- Creates an environment for members and staff to be innovative and promotes new idea generation.
- Takes responsibility for outcomes and deals positively with criticism and feedback.

#### Financial Management:

- Understands and applies financial management principles, processes and tools in a transparent manner that effectively manages organizational resources (operating, capital, and people).

#### Accountability:

- Takes responsibility for actions and makes decisions that are legal, moral, ethical and fiscally responsible.
- Instills a culture of personal responsibility, accountability and continuous improvement.
- Willing to admit mistakes even in the face of adverse consequences.
- Leads by example to safeguard and sustain public trust.
- Adheres to values of public service and independent of political influence.
- Has a demonstrated record of an understanding and practice of the principles of community policing.
- Accepts that a Deputy Chief of Police can and should be an influential and involved community leader.

#### Personal Values/Style:

- Personal traits such as ethical behavior, integrity, courage, enthusiasm and professionalism.
- Reputation for fairness and impartiality.
- Champions diversity and inclusion, treating all people with fairness and dignity.
- Listens first and seeks to understand.
- Possesses strong principles and internal compass to guide behaviour, and uphold the reputation of the PAPS.



## Express Your Enthusiasm

Email a convincing cover letter and tailored resume (PDF or Word document only) to [Allan Nelson](#) or [Laura Youngberg](#) at [calgary@leadersinternational.com](mailto:calgary@leadersinternational.com) indicating the job title in the subject line of the email.

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