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CHIEF OF POLICE

With the retirement of Chief L. Hayman, the Strathroy-Caradoc Police Services Board has initiated a search for her successor.

Accountable to the Strathroy-Caradoc Police Services Board, the Chief of Police must provide responsible leadership and direction to the Strathroy-Caradoc Police Service. The Chief will develop a visible and respected profile for the Service, building on the confidence felt by the community for the front line officers. Furthermore, the Chief must provide vision, coherence and sense of purpose to front line staff that face the daily challenge of providing service to rural and urban communities within Strathroy-Caradoc.

Leading the Service in building constructive working relationships with a wide variety of partners and stakeholders has become an essential responsibility for the Chief. Success in addressing issues of crime and public safety can only be achieved through the coordinated efforts of the police, community and social agencies. The Chief must take the lead to ensure that the Strathroy-Caradoc Police Service plays a significant role in developing and sustaining these initiatives, with a strong focus on prevention and education. The new Chief must build and maintain working relationships with the Board and Municipal Management.

The new Chief must bring to the role strong leadership skills based on a solid understanding of current supervision theory including the components of learning and motivation. In this regard, he or she shall demonstrate enhanced knowledge of performance management tools and techniques to ensure an atmosphere in which Officers and Civilians are intrinsically motivated.

Key responsibilities of the role of the position include, but are not limited to:

- Providing leadership to both the sworn and civilian staff through effective communication, accessibility and a personal commitment to the highest standards of professionalism within policing;
- enhancing the credibility and image of the Strathroy-Caradoc Police Service with all sectors of the community;
- leading the development and implementation of strategic and business plans based on the identified needs of the community and Service;

- being accountable to the Board for effective management of human and financial resources, establishing priorities to meet the essential policing needs of the community, partnering with the Board in the creation of the annual budget;
- maintaining open, constructive relationships with relevant stakeholders – contributing to discussion and decisions regarding broader issues impacting the Municipality, while helping to define the special needs and challenges of the Service;
- championing the development and timely adoption of appropriate technology throughout the organization;
- preparing the organization for the future through ongoing development of staff using effective supervision and evaluation practices.
- encouraging within the Service an openness to new ideas and a spirit of cooperation, support and teamwork among all members of the Service, sworn and civilian.
- creating within the Service a culture which values open communication, teamwork and continuous learning while emphasizing accountability for performance and results.

QUALIFICATIONS

Qualified candidates for the Chief of Police Position must possess a progressive track record of policing and operational management. The candidate's skills and experience should be balanced with a relevant educational background.

Other attributes are:

- Experienced leader – demonstrates the ability to energize, motivate and lead an organization to achieve objectives, demonstrates the ability to build a sense of confidence and consensus, and to create a positive and constructive work environment, able to plan and implement organizational change.
- Strategic thinker and manager – demonstrates the ability to identify the needs and set the priorities of the Service and community, a track record of building strong teams to create and manage operational plans and budgets, ability to delegate effectively.
- Excellent interpersonal skills, capable of relating effectively to a diverse range of people, personalities and styles (both internal and external) - should be comfortable in developing working partnerships with various associations, community groups and the media, strong speaking and written communication skills.
- Sound business judgement in relation to human resources, technology and fiscal issues - a capable manager able to establish and commit to performance standards, willing to act in a timely fashion to solve critical situations or capitalize on opportunities.

- As a team builder, demonstrates the ability to attract, hire, retain, develop, motivate and lead.
- Willingness to play a leadership role within the community by actively participating in community organizations and events, a strong sense of identity with the community and an understanding of its particular needs and characteristics.

PERSONAL VALUES / LEADERSHIP STYLE

- Straightforward, open and approachable – makes a point of being available and in touch with members of the Service in order to coach and counsel when required – clearly receptive to the input of staff; strongly committed to teamwork.
- Basic personal traits such as integrity, courage, enthusiasm and professionalism – is beyond reproach personally and professionally and accepts that the Chief of Police is an influential community leader.
- Reputation for fairness and impartiality; leads by example – is prepared to make tough decisions on any issues that arise; demands high standards of professional conduct across the organization.
- Believes in delegating responsibility and holding individuals accountable for results/performance; encourages the establishment of high standards; is prepared to ask tough questions and address sub-standard performance quickly and effectively.
- Strong work ethic, projects a positive, can-do attitude, a self-starter with commitment and energy who can instil the same in staff.

Municipality of Strathroy-Caradoc

The Municipality of Strathroy-Caradoc, covering over 330 square kilometres, is a thriving community located between the cities of London and Sarnia, in southwestern Ontario. In close proximity to the Highway 402 corridor, the municipality is a blend of urban area, with the Town of Strathroy as the population center, and the rural communities of Mt. Brydges, Melbourne and Campbellvale, collectively having a population of 22,000. The municipality is a leader in economic development in Middlesex County. Manufacturing, light industry and small business compliment the residential spaces in the towns and villages. Agriculture forms the backbone of the rural economy, comprised of large and medium sized farm operations, supplying goods and products for Canada and to the world.

Strathroy-Caradoc boasts a regional medical center, recreation and fitness facilities, a museum and art gallery, and has a rich cultural heritage. The Municipality is proud of its family oriented lifestyle, safe streets, community services and parkland that make Strathroy-Caradoc a great place in which to live and to work. The Municipality's maxim, "*Urban Opportunity-Rural Hospitality*" captures the ideals of its citizens and of the local government council responsible for delivering efficient and effective public services.

The provision of policing services for the Municipality of Strathroy-Caradoc is the responsibility of the Strathroy-Caradoc Police Service. The Service complement of 31 sworn officers and 18 civilian staff is organized into Uniform Patrol and Support Services comprised of Criminal Investigations, Community Services and Crime Prevention, and

Court Services and Identification. The police service is also a Central Emergency Reporting Bureau (C.E.R.B.) receiving 911 calls for service for police, fire and EMS and dispatching 20 fire stations in 8 communities throughout Middlesex County.

To explore this opportunity further, please forward your resume and cover letter **by 4:30pm, Monday May 1, 2017** to:

Sonya MacKenzie
Strathroy-Caradoc Police Services Board Secretary
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**Only those candidates that have been selected for
interview will be contacted by the Board.**