



**PETERBOROUGH POLICE SERVICE
CHIEF OF POLICE**

PROFESSIONAL, FRIENDLY AND HELPFUL

Our Community

The Peterborough Police Service provides policing for the City of Peterborough and is also under contract to police the Ward of Lakefield and the Township of Cavan Monaghan. The police service provides an exceptional level of quality policing with a total service complement of just under two hundred sworn and civilian members. The Peterborough Police Service provides policing to a total population of just under 100,000.

The City of Peterborough, communities of Lakefield and Cavan Monaghan are growing and thriving through an extensive economic development portfolio. Peterborough and its surrounding region offer extensive tourism opportunities along with a growing business and industrial base. Peterborough is seen as the community of choice for work, leisure and recreation. From advanced manufacturing and aerospace development with our ever expanding airport, to agriculture and clean technology industries, Peterborough offers something for everyone including: arts and culture, tourism, superb elementary and secondary education facilities through to advanced learning opportunities through our local college and university institutions. In addition, Peterborough is very proud of our downtown business core consisting of quality retail services, restaurants, specialty stores and an excellent customer focus. Our expanding business, residential and commercial sectors are supported by one of the finest, most modern health facilities in Canada, the Peterborough Regional Health Centre.

The City of Peterborough is one of the oldest cities in Canada and enjoys an industrial base which includes some of the world's most recognized employers while continuing to see expansion in local small business and entrepreneurial ventures.

The Peterborough Police Service

The Peterborough Police Services Board is seeking a new Chief of Police as a result of the upcoming retirement of Chief Murray Rodd. The service consists of 137 full time sworn members, 53 civilian staff and an auxiliary policing unit. The police service budget for 2018 is just under 25 million dollars. Peterborough policed communities enjoy one of the safest and most secure environments for its size in Canada.

The Role of Chief of Police

The role of Chief of Police for the Peterborough Police Service will require an individual who can demonstrate a wide array of knowledge, skill and ability in police leadership. The new Chief of Police must provide strong positive and progressive leadership to a growing and more diverse police service and community. By providing vision, and satisfying the service's mission under the direction of the Peterborough Police Services Board, the Chief of Police will ensure professionalism, policing competence and a demonstrated level of earned community trust while at the same time, achieving overall effectiveness of the police service for the City of Peterborough, Ward of Lakefield and Township of Cavan Monaghan. The new Chief of Police must continue to build on, and advance, the goal of ensuring that police competence will achieve public confidence.

Key Responsibilities for the role of Chief of Police

The new Chief of Police will provide leadership;

- in the day to day operational efficiency and effectiveness of the police service under the direction of the Police Services Board
- in the development of a framework for maintaining and achieving the highest of professional policing standards expected by the Police Services Board and the community
- in the design and implementation of required business plans, annual reports and police service policies and procedures as established in consultation with the Police Services Board
- in the management of service performance standards
- in the ongoing effort of improving community based policing
- in the development and ongoing improvement of community partnerships and alliances in an effort to support community based policing
- in the achievement of defined cultural police service values as supported by the Police Services Board
- in maintaining a service which demonstrates consistent support quality teamwork, innovation, diversity and openness through a communications framework where opinions and ideas are valued
- in the ongoing assessment of equipment, facilities, technology, human and financial resource needs in concert with the Police Services Board
- with the Police Services Board for the overall accountability of adequate, efficient and effective policing as required by legislation
- in maintaining and increasing a strong positive relationship with community stakeholders

Qualifications

The ideal candidate for Chief of Police will have demonstrated:

1. A successful track record of police management and leadership at a senior police level
2. An ability to create a progressive and innovative police service
3. An ability to create a constructive, open and diverse working environment
4. An ability to value and support life-long learning, training and development at all levels of policing
5. A record of quality interpersonal skills and abilities including: political awareness, organizational awareness and a keen understanding of the challenges facing the future of modern policing
6. A background in business and financial acumen, and problem solving leadership at a senior level
7. A history of quality problem solving and conflict management in policing, labour relations and administering the collective agreements
8. A track record of policy and procedure development in support of the overall vision, mission and mandate established by the Peterborough Police Services Board
9. A commitment to the importance and fostering of diversity in policing
10. Knowledge of current technology in a policing environment.

The Peterborough Police Services Board offers a competitive salary and benefits package.

Closing Date: March 23rd 2018

All inquiries should be directed to:

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In support of a diverse and inclusive community, the Peterborough Police Services Board encourages applications from women, visible minorities and aboriginal peoples. At any stage of the hiring process the Ravenhill Group will work with applicants requesting additional information regarding the role of Chief of Police for the City of Peterborough.