



# Smiths Falls Police

## Chief of Police

Smiths Falls Police Service, with 25 members and an annual budget of over five million dollars, serves and protects 9,000 residents and their property in the Town of Smiths Falls, as well as numerous seasonal residents and visitors. Our motto is "*Community First*".

The Smiths Falls Police Services Board is seeking candidates for the position of Chief of Police. The Chief of Police leads and administers the Smiths Falls Police Service and oversees its operations. The Chief of Police is accountable for the efficient and professional administration and operation of Service by its members, and organizational achievement of the strategic plan's priorities and objectives.

The Chief of Police must be the professional, ethical, and inclusive role model of and for the Smiths Falls Police Service. The Chief of Police's function goes beyond being accountable for command and control; rather, the Chief must be comfortable with uncertainty while exerting positive, meaningful, and effective influence internally, with external partners, and throughout the community. The Chief must lean into opportunities to create seamless and effective community partnerships and innovative delivery of policing services. The Chief must be an effective communicator, able to convey a positive image of the Smiths Falls Police to the public, to stakeholders and in the media.

The Smiths Falls Police Services Board is seeking candidates with a respected and distinguished track record in leadership roles in one or more municipal policing services/detachments in Canada.

Candidates should possess a proven track-record of fostering an environment of transparency, fairness, trust, and collaboration. The successful candidate will be a proven enabler who will demonstrate visible leadership across the organization, providing members with a clear sense of direction that is aligned with the Board's vision and policies.

To receive full consideration, candidates who wish should submit applications in full confidence, complete with resume, cover letter and the contact information for at least three references, no later than **23 April 2024** by email to Governedge principal Fred Kaustinen at [fred@governedge.com](mailto:fred@governedge.com). The Smiths Falls Police Services Board thanks all those who express interest, however only those chosen for further consideration will be contacted.

*Consistent with the values and objectives of the Town of Smiths Falls, the Smiths Falls Police Services Board is committed to employment equity, diversity and inclusion in the workplace and especially welcomes applications from candidates who self-identify as women, indigenous, Black, or belonging to other racialized (persons of colour) communities, persons with disabilities, and LGBTQ2+.*