

WE ARE NOW ACCEPTING APPLICATIONS FOR:

Chief of Police

Competition # 230106



PURPOSE OF POSITION

The Chief of Police provides strategic direction and leadership to the Brandon Police Service (BPS) and ensures the seamless delivery of services to the community. This position is also responsible for maintenance of social order by preservation of peace, a holistic approach to community wellness, the prevention of crime and the apprehension of criminals and offenders. The role includes fiscal management while fostering a culture of professionalism, accountability, and continuous improvement. This position will lead the development of a renewed vision and strategic direction including methods to evaluate its success.

TYPICAL DUTIES AND RESPONSIBILITIES

Planning & Service Delivery

- Ensure efficient operations of the BPS through planning, organizing, directing and controlling of resources. This includes crime suppression, bylaw enforcement, and alternative service delivery programs, among others;
- Maintain effective relationships with the Community and Senior Officials in the Department of the Attorney General, Department of the Solicitor General, Canadian Association of Chiefs of Police, Solicitor General, Federal Solicitor General, representatives of the Judiciary, RCMP, and other Manitoba Municipal Police Departments and Canadian Police Departments in order to coordinate activities of the BPS within the Criminal Justice system;
- Engage with government officials, community stakeholders, Indigenous leaders and services organizations to advocate for resources, legislative changes, and policies that enhance public safety;
- Ensures the BPS is providing services in keeping with the City's vision and provides guidance in developing and maintaining plans and policies for the continued delivery of services, in accordance with local, provincial, and federal laws and regulations;
- Develops short and long term goals with objectives for the Service and ensures employees have the necessary understanding, skills, training, and resources to achieve the objectives;
- Implements plans for managing growth and ensures marketing and developmental opportunities for the BPS are pursued;
- Establishes efficient work systems and procedures to meet the objectives of the Service.

Leadership and Employee Development

- Supports an environment that encourages creative thinking and innovation; stimulates others to learn, and inspires others to perform to their highest potential;
- Manages appropriate succession and training plans and ensures employees are sufficiently developed to perform their duties;
- Influences and inspires others to achieve goals and objectives;
- Builds and maintains positive and healthy relationships;
- Leads others in adapting to innovative work environments and ensures awareness on BPS initiatives, decisions, committees, policies, etc. is communicated;
- Promotes and guides others to understand delivery of effective services and achievement of objectives and their interrelationship;
- Promotes harmonious employee relations while guiding and coaching employees, supervisors, and other managers;
- Demonstrates a commitment to the organization by actively participating in committees, programs, and organizational initiatives.

Management and Administration

- Develops and ensures maintenance of capital and operating budgets, personnel needs, and resource requirements;
- Interprets legislation, regulations, by-laws, policies, etc. as they relate to the services and employees;

- Ensures maintenance of and compliance with policies and procedures including administrative policies, collective agreements, safety procedures, government regulations, City bylaws, etc.

QUALIFICATIONS

EDUCATION

- A University Degree (Master's Degree preferred) in criminal justice or a related field or a combination of experience and professional training in Management, Human Relations, and/or Social Sciences;
- A graduate from Canadian Police College or a Recognized Training Facility in advanced Police Administration and Executive Development or equivalent;
- Holds a valid and subsisting Class 4 Province of Manitoba driver's license.

EXPERIENCE

- Experience in managing for efficiency and effectiveness to bring about change in a municipal and unionized environment;
- A minimum of 20 years of progressively responsible experience within a Police Service;
- Minimum of five (5) years in a progressive leadership position.

COMPENSATION

A competitive compensation package will be provided including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.

Please apply with a cover letter and resume on-line at: <http://jobbank.brandon.ca/>

The City of Brandon is committed to diversity, equality, and inclusion. Applicants from all backgrounds and identities are encouraged to apply. Applicants are encouraged to include any related training or learnings in their resume.

Applications will be accepted until **11:59pm on October 10, 2023**.

Contact Information:

City of Brandon Human Resources Department
410-9th Street, Brandon, MB
Phone: 204-729-2240
Email: hr@brandon.ca

****Please visit www.brandon.ca for full position details.****

The City of Brandon is committed to an inclusive, barrier free environment and will accommodate the needs of applicants under the Accessibility for Manitobans Act (AMA) throughout all stages of the recruitment and selection process. We thank all applicants for their interest; only those advancing in the competition will be contacted. If contacted to participate in the process, please advise if you require an accommodation.