

Deputy Commissioner

Ministry of the Solicitor General

As an organization, the Ontario Provincial Police (OPP) commits to working continually to earn the confidence of the citizens of and visitors to Ontario—a confidence that will not be taken for granted. The OPP fulfills this commitment by providing the best and most professional service possible and by striving to build a culture of trust, and open and honest dialogue, with the communities it serves and among the people it employs. The organization commits to creating and sustaining a positive working environment in which all employees have equal opportunity to fulfill their potential within the profession.

Are you passionate about promoting, preserving and protecting public safety in the Province of Ontario? Do you have a strong desire to provide effective leadership in front-line resource deployment and emergency response service delivery to OPP municipalities and First Nations communities? If so, consider this executive opportunity with the OPP.

The OPP is a division of the Ministry of the Solicitor General, which was formerly known as the Ministry of Community Safety and Correctional Services.

What can I expect to do in this role?

Reporting to the Commissioner, as Deputy Commissioner, you will:

- Deploy and manage resources that provide community-based policing and emergency response service delivery excellence in Ontario.
- Build and direct a diverse workforce which values inclusivity and addresses emergent issues impacting the workforce.
- Participate in corporate strategic planning, decision-making and service renewal process, including the development, implementation and evaluation of the OPP's vision, strategic priorities and front-line service delivery programs.
- Oversee complex and specialized operational and administrative functions, provide executive-level leadership and maintain oversight of transformational changes associated to area(s) of responsibility.
- Provide direction to senior region/bureau command staff in the delivery of front-line services, including the deployment of First Nations policing programs.
- Interact with other policing agencies and emergency response organizations, community partners and stakeholder organizations in Ontario and elsewhere to ensure that resources are optimized and police activities are coordinated between agencies.
- Build mutually respectful relationships with, and ensure effective communication and coordination between, provincial, national and international police and justice agencies.
- Promote evidence-based decision making by leveraging metrics, indicators and public reporting to promote increased safety.

How do I qualify?

Mandatory: If you are not currently an active member of a police force in Ontario, you must meet the qualifications necessary to become a member of a police force in Ontario outlined in the *Police Services Act* prior to appointment to the position.

Inclusive and Strategic Operational Police Leadership

- You promote excellence in policing through your proven strategic results-oriented police leadership

- You have a strong command, understanding, and/or experience with large and complex Police Services operations at the executive level
- Demonstrating a commitment to building effective teams and achieving mandates, you engage the workforce, model inclusivity and address issues impacting those reporting to you
- You have a solid understanding and experience championing Employee Health, Safety & Wellness with a focus on Mental Wellness of front-line policing, including post-traumatic stress disorder
- You have a thorough understanding and awareness of how internal decision-making will impact other commands in the Ontario Provincial Police
- You have experience monitoring and evaluating operations, business performance, productivity and results to meet business needs
- You have knowledge of and proven capacity to apply legislation such as the *Police Services Act* (particularly Part V on Complaints and Disciplinary Proceedings), as well as organizational policies and procedures within a risk analysis and cost-benefit framework to forecast and allocate policing resource needs
- You have demonstrated that you can lead change and implement innovative, strategic police operations

Stakeholder Management

- You work collaboratively with existing partners and develop relationships with new stakeholders such as task forces, committees and working groups inside and outside the Ontario Provincial Police and the Ontario Public Service
- You have superior strategic communications and relationship-building skills, with demonstrated experience in managing partnerships with internal and external stakeholders
- You have knowledge of and/or experience with First Nations and Northern Indigenous issues and an ability to build and maintain positive relationships
- You have highly developed decision-making, problem-solving and negotiating skills
- You are experienced in engaging diverse and influential stakeholders and in bringing people with varying viewpoints together in support of common goals

Political Acuity

- You have proven political acuity and have managed highly dynamic police operations
- You have the ability to synthesize and integrate operational procedures and policies between organizations with a view to better aligning symbiotic organizations
- You have demonstrated experience in responding to sensitive, high-profile provincial policing issues in a timely and responsible manner

Location: Orillia

Salary: \$197,364.00 - \$215,113.00 per year

Please apply online, only, by **Wednesday, May 8, 2019**, by visiting <http://www.gojobs.gov.on.ca/Preview.aspx?Language=English&JobID=134924>. Please follow the instructions to submit your application. Faxes are not being accepted at this time.

If you require accommodation in order to participate in the recruitment process, please contact the Executive Recruitment Unit at careersexecutive@ontario.ca. Only those applicants selected for an interview will be contacted.

The Ontario Public Service is an inclusive employer. Accommodation will be provided in accordance with Ontario's *Human Rights Code*.

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