



95 Wellington Street W.  
Suite 915  
Toronto, ON M5H 1J8  
Canada

Andrew Dumont  
[adumont@boyden.com](mailto:adumont@boyden.com)  
416-363-3190  
613-742-3210

[www.boyden.com](http://www.boyden.com)

## Chief of Police Waterloo Regional Police Service

Location: Cambridge, ON.

Established in 1973, the Waterloo Regional Police Service (WRPS) provides community policing services to the approximately 617,879 residents of the Waterloo Region. The seventh largest police Service in Ontario, WRPS has a 2021 budget of over \$185 million and is comprised of over 1,000 members (785 sworn members and 381 civilian) dedicated to delivering effective policing services while embracing partnerships and community engagement that strengthen public safety and community wellbeing.

The Waterloo Regional Police Service is seeking a progressive, innovative and inspirational law enforcement leader as its next **Chief of Police**.

Reporting to the Waterloo Regional Police Services Board (WRPSB) and operating within Ontario's policing and other legislative frameworks, the Chief of Police leads the development of the vision of the Service and oversees all operational, policing and administrative functions of WRPS. The Chief ensures that WRPS' vision and strategic direction are translated into operational goals that are communicated, understood and embraced by all members while ensuring that the Service meets the current and future needs of the diverse and rapidly growing urban and rural communities across the Waterloo Region.

As an ideal candidate, you are an outstanding transformational leader and catalyst for change skilled at inspiring members to find creative ways to address the many operational, fiscal and systemic challenges faced in policing today. You are a servant leader and true team player who leads by example, engenders trust and confidence, and who communicates authentically and transparently. A community builder with a passion for strong relationships across a diverse array of audiences, the Waterloo Region will benefit from your deep knowledge of the emerging issues and best practices in community safety, and in your track record of proactive, solutions-focused approaches and initiatives that respond to current and future community safety challenges. Inclusive, empathetic, and emotionally intelligent, you are demonstrably committed to the principles of diversity, equity, inclusion and belonging, and will respect and honour the diverse communities WRPS serves by embracing collaborative partnerships and community engagement that strengthens public safety and community wellbeing.

Qualified candidates bring advanced education in a relevant discipline(s) combined with a track record of progressive leadership experience, ideally gained within a municipal, regional, provincial or national service. You bring experience as a sworn police officer and are a graduate of the Ontario Police College or have the ability to achieve the required equivalency to serve as a Chief of Police under the *Police Services Act*. You have significant operational policing experience, a strong business acumen, and a demonstrated ability to drive innovation while delivering on community safety priorities in the context of a diverse Region undergoing significant change and growth.

To apply for this position, please visit: [boyden.thriveapp.ly/job/1571](https://boyden.thriveapp.ly/job/1571). For more information, please contact [adumont@boyden.com](mailto:adumont@boyden.com) and **state the title of the position in the subject line of your e-mail**.

*We thank all applicants for their interest, however only those under consideration for the role will be contacted.*