



## Employment Opportunity

# Chief of Police

Barrie Police Service

The City of Barrie is located on the western shore of Lake Simcoe in the central portion of Southern Ontario, approximately 90 km north of Toronto and is a beautiful lakefront community and one of Ontario's fastest-growing cities. Named the Safest City in Canada in 2015, the city's vision is to be progressive, diverse and prosperous with opportunities for all citizens to build a healthy and vibrant community. The city is expected to grow to a population of 210,000 by 2031. For more information on Barrie, visit [www.barrie.ca](http://www.barrie.ca).

The Barrie Police Service has been in existence since 1853 and enjoys the distinction of being the second oldest active police service in the Province of Ontario. With an authorized strength of 371 members, including 121 civilians and 250 sworn officers, the Barrie Police Service has a vision of policing excellence to ensure a safe and secure community and a mission to serve, protect and enhance our community by providing professional, accountable, and sustainable police services.

The Barrie Police Services Board is currently accepting applications for the position of Chief of Police. Working closely with and reporting to the Board, the Chief oversees the operation of the Service in accordance with the *Police Services Act* and related legislation. As a head of the Leadership Team, the Chief of Police will embody our vision, mission and values and must display an enthusiastic commitment to the ideals and implementation of the strategic objectives and priorities as determined by the Board.

In accordance with the policy of the Barrie Police Services Board, all candidates must conform to the Barrie Police Service's values modelling the principles of Professionalism, Respect, Integrity, Diversity and Excellence (PRIDE) through their actions and dedication. The Board will conduct a comprehensive background investigation of all candidates under consideration.

Interested candidates are invited to submit a complete application package, in confidence, including a letter of interest, resume, and three references not later than **3:00pm on September 9, 2022**, to:

By Mail: Barrie Police Services Board  
c/o 110 Fairview Road  
Barrie, ON L4N 8X8  
Attn: Danielle Hutchinson, Board Administrator

By Email: [bpsboard@barriepolice.ca](mailto:bpsboard@barriepolice.ca)

The Barrie Police Services Board is committed to the principles of equal opportunity. We thank all applicants; however, only candidates selected to participate in the interview process will be contacted.

In accordance with the *Accessibility for Ontarians with Disabilities Act (AODA)*, the Barrie Police Services Board strives to ensure that all hiring practices and processes are non-discriminatory and barrier-free. If you are contacted in regards to this competition, please advise of any accommodation measures you may require during our hiring process.



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In addition to being a currently serving police officer in Canada, possessing a Basic Constable Training (BCT) Certificate or equivalent, and meeting the criteria outlined in Section 43(1) of the *Police Services Act*, the successful candidate will have the following abilities and qualifications:

- A demonstrated commitment to serving as an innovative, visionary, progressive, inspiring, and ethical police leader.
- A commitment to serving others and a demonstrated ability to lead in dynamic and diverse environments in ways that ensure organizational buy-in and effectiveness as well as community safety and well-being.
- Ability to manage change, think innovatively, direct operational and administrative functions in a high-quality, cost-effective, and efficient manner in keeping with the vision, mission, values and strategic objectives of the police service.
- Demonstrated superior financial and budgeting skills with consideration to human resources strategies and the confines of the approved funding model.
- A strategic and visionary thinker with sound business leadership and management skills with an emphasis on planning and the ability to link operational tasks to the budget, business, and strategic planning processes. Strong analytical thinking and ability to prepare complex written proposals, and reports.
- Superior communication skills and the ability to inspire, foster relationships, engage, mentor, and develop members at all levels of the police service and instill public and ethical accountability in the Service.
- Superior relationship management skills to build strong collegial community partnerships and continuously champion public accountability.
- Support a culture that promotes continuous learning and values equity, diversity and inclusion within the Service and the community.
- Superior knowledge of the *Police Services Act*, professional standards, and related legislation, an understanding of and an appreciation for the challenges facing policing today and a demonstrated ability to provide ethical leadership that continues to integrate modern policing and management best practices within the Service.
- Progressively responsible experience in law enforcement administration and command positions, post-secondary education, as well as a demonstrated personal commitment to ongoing professional development and lifelong learning.
- Politically astute with strong organizational awareness, in addition to a willingness and ability to address sensitive matters tactfully and with discretion.
- Must be a decisive, confident leader who demonstrates excellent communication skills and the capacity to effectively manage the media on behalf of the Service.
- Effectively engage with Associations and membership in the spirit of collaborative labour relations.