

# CHIEF OF POLICE

## THE CITY OF WINNIPEG



**WINNIPEG  
POLICE  
SERVICE**

With a population of over 800,000 people and growing, **the City of Winnipeg requires a new Chief of its Police Service.** The Winnipeg Police Board is therefore seeking a progressive, proactive and experienced individual to oversee all policing, operational, and administrative functions of the Winnipeg Police Service, including human resources and financial management. The new Chief will be accountable for the continued implementation and execution of the Board's strategic plan for the Service, toward the vision of *A Culture of Safety for All*, which has been well-received by the community and within the Service.

Reporting to the Winnipeg Police Board, the Chief of Police has a key and critical role in crime prevention through social development, community building, prevention strategies and proactive policing. Winnipeg's community is rich in diversity, therefore, the ideal Chief of Police will be a community-focused change agent who is experienced and believes in the value of building and maintaining relationships and partnerships with all communities and levels of government. He or she will be cognizant of the structural barriers affecting many communities and therefore will support initiatives that will empower marginalized people and groups such as Indigenous people and newcomers.

### Highlights of the Duties and Responsibilities of the Chief of Police:

- Oversee and hold accountability for the implementation of the strategic plan with a focus on prevention, intervention and enforcement.
- Hold accountability for the management of financial resources, human resource management, information technology management and security of police information data.
- Champion the use of policing strategies, programs and tactics in the police services such as intelligence-led, evidence-based and mission-based policing and problem-oriented policing to mitigate crime and disorder issues.
- Set the direction for and evaluate the implementation of change management and sustainability.
- Work with partners to protect vulnerable persons such as the particular circumstances of missing and murdered Indigenous women and girls.
- Develop and maintain effective working relationships with staff, managers, the public and other stakeholders include elected officials, senior administrators from all three levels of government, the legal community, police unions and media.
- Increase the use of restorative justice and diversion programming.
- Enhance communication, transparency and accountability and employee safety, health and wellness.

### Qualifications and Experience:

- A Bachelor's degree in police science, criminal justice, public or business administration or a related discipline.
- Extensive years of experience in a progressively responsible law enforcement role, including senior policing leadership and management experience, ideally in a civilian governance environment.
- Proven track record of senior administrative management combined with demonstrated accomplishments in business or process innovation.
- Experience developing programming and policing that supports and promotes an inclusive and healthy community.
- Superior communication skills, both written and oral.
- A healthy respect and support for reconciliation and inclusion.
- Change management experience, such as a demonstrated history of managing cultural and operational changes.
- Operational and capital budget and strategic planning management.
- A proven track record of monitoring trends and best practices in law enforcement.

### About the [Winnipeg Police Service](#):

Since its establishment in 1874, the Winnipeg Police Service has maintained a tradition of excellence. The Service's approximately 1900 sworn and civilian members are committed to delivering innovative and professional services to the growing multicultural community of Winnipeg.

### About the [Winnipeg Police Board](#):

The Winnipeg Police Board was created in 2013 and is part of a new model of civilian governance of police services established by *The Police Services Act* (Manitoba). Under the Act, the Board is responsible for appointing the Police Chief and evaluating his or her performance, and the Chief is accountable to the Board for managing, administering and operating the police service in accordance with priorities, objectives and policies established by the Board.

The Winnipeg Police Board is mandated to ensure that community needs and values are reflected in policing priorities, objectives, programs and strategies, and that police services are delivered in a manner consistent with community needs, values and expectations. The Board also acts as a liaison between the community and the Winnipeg Police Service.

### How to apply:

For any questions or to seek further information, please contact **Karin Pooley**, Vice-President of Executive Search at **204.940.3939**. To submit your candidacy as our city's next Chief of Police, email your resume with cover letter in confidence to Annette Kohut, Executive Search at [akohut@peoplefirsthr.com](mailto:akohut@peoplefirsthr.com).

Visit our [Executive Search - Chief of Police](#) site to learn more.

