



JOB DESCRIPTION

POSITION TITLE: **CHIEF OF POLICE**

BRANCH: **EXECUTIVE BRANCH**

SUPERVISOR/UNIT LEADER/MANAGER TITLE: **CHIEF OF POLICE**

HOURS OF WORK: **WILL VARY AS REQUIRED**

DATE: **JANUARY 2023**

The Chief of Police

Accountable to the Durham Regional Police Services Board, the Chief of Police must provide responsible leadership and direction for the DRPS in a complex, demanding environment under intense public scrutiny. The Chief of Police must provide a vision and sense of purpose to front-line, investigative and administrative staff that face the daily challenge of providing service to a large, diverse, and growing community.

It is of key importance that the Chief of Police possess a strong sense of commitment to the many communities that comprise Durham Region. Respecting the Vision, Mission and Values of the Service, the Chief will develop a visible and respected profile for the Police Service, building on the confidence felt by the community for officers and civilian members.

Leading the Service in building constructive, positive working relationships with a wide variety of partners and stakeholders is an essential responsibility of the Chief of Police. Successful community safety outcomes can only be achieved through the coordinated efforts of the police, community, and social agencies. The Chief must take the lead to ensure the DRPS plays a significant role in developing and sustaining these initiatives, with a strong focus on prevention. The new Chief must continue to strengthen and foster working relationships with the Board, Regional and Municipal Councils, Police Associations, and, when appropriate, other levels of government.

The Chief of Police serves as the Chief Executive Officer of a large and complex organization. S/he must bring to the role a dynamic set of management skills. The Chief is accountable to the Board for the effective management of resources, human and financial, and for seeking ways to improve the effectiveness and efficiency of the organization. At times this will require difficult decisions to be made, requiring astute judgment and diplomacy skills.

**Key responsibilities of the role are to:**

- Work with the Board to ensure a clear understanding, by the Service, of the governance model to foster accountability and organizational effectiveness.
- Provide strong leadership to both the sworn and civilian staff through communication, accessibility, and a personal commitment to the highest standards of professionalism within policing.
- Enhance the credibility and image of the Durham Regional Police Service with all sectors of the community.
- Lead the development and implementation of strategies and plans based on identified community needs and available resources.
- Champion the development and timely adoption of reliable and efficient technology throughout the organization.
- Prepare the organization for the future through the ongoing development of middle and senior managers.
- Lead the Service's commitment to community-based policing and problem solving.
- Encourage within the Service an openness and respectful dialogue to new ideas with the spirit of cooperation and teamwork.
- Foster a culture of accountability and instill in members a strong commitment to high ethical standards.

The new Chief of Police must have, or quickly develop, a real understanding of the Durham Regional Police Service – its history, culture, organizational structure, and key stakeholders – and have the confidence to lead the executive team with a clear sense of purpose and direction, delegating and being held accountable for results.

Priorities and Challenges:

- Enhance the positive working relationship with the Police Services Board, characterized by transparency and open communication; work with the Board to ensure the governance model is understood and serves as the foundation for the relationship between the Board, the Chief and the Police Service; demonstrate accountability by providing meaningful, timely information that enables the Board to assess the performance of the Chief and the Service and to generally determine objectives and priorities for policing.
- Support the development and implement the next Strategic Plan, providing leadership and support and a commitment to performance measurement to ensure the Service's progress in meeting strategic goals.
- Continue to ensure all levels of the Service are engaged by establishing a visible presence throughout the Service.
- Build positive relationships with the Durham Regional Police Association and the Senior Officers' Association based on respect for their role and emphasize a commitment to open and continuous communication.



- Generate creative and innovative solutions to resource challenges and support an ongoing program of continuous improvement through systematic processes.

Qualifications:

Qualified candidates for the Chief position must possess a progressive track record of policing and operational management. The ideal candidate will have significant and varied sworn policing experience. The candidate's skills and experience should be balanced with evidence of a commitment to education and personal development.

Essential attributes are:

- **Courageous Transformative Leadership** – demonstrated abilities and experience as a creative and transformation leader that is focused on the future of policing. This includes the ability to lead positive and meaningful change and to adjust policies, procedures and align staff to accommodate change, needs/demographics of the community and to respond to growing sophistication of crime.
- **Commitment to Positive Community Engagement** – demonstrated ability and experience working with and collaborating with communities served. Demonstrated by being present in the community, maintaining positive relationships with a range of community organizations and through activity, connection, recognition and embracing diversity.
- **Diversity, Equity and Inclusion** - demonstrated knowledge, commitment and achievement in the areas of diversity, equity, and inclusion through modeling and continuous development; a sound understanding of systemic issues as they relate to marginalized and under-represented communities and strategies to overcome systemic barriers.
- **Excellent interpersonal skills** - capable of relating effectively to a wide range of people, personalities, and styles; comfortable working with diverse communities, developing and sustaining partnerships with community groups, the media and external policing agencies and associations such as the Ontario Association of Chiefs of Police and the Canadian Association of Chiefs of Police; strong oral, listening, and written communication skills.
 - **Deep and Varied Experienced in Policing** – demonstrated ability and experience in a variety of policing contexts and positions; ability to energize, motivate and lead an organization to achieve objectives; create a positive and productive work environment and is able to plan and implement organizational change with a police organization.
 - **Business acumen** – demonstrated analytical and decision making abilities and experience to identify operational priorities for the Police Service; a proven track record of creating and managing operational plans and budgets and meeting goals.



- **Team building** – demonstrated ability and experience to attract, retain, develop, motivate, and lead a high performing team and to build consensus and confidence toward common goals.

Personal Values/Management Style:

- **Trustworthy** – reputation for advocating for the other person's point of view with clarity and understanding and acting in the best interest of the team or organization.
- **Honesty** – a willingness to communicate even when it is uncomfortable or unpopular; coupled following through on promises and delivering on time.
- **High standards for Accountability and Fairness** - Reputation for accountability, fairness, and impartiality – treats others equally and without favour and demands and builds consensus for the highest standards of professional conduct, holding accountable those who do not perform to the standards expected.
- **Open and Approachable** – Charismatic, straightforward, open and approachable- makes a point of being available and in touch with all levels of the Service in order to coach and counsel; clearly receptive to the input of subordinates. Openness to ideas, a willingness to take risks and to take responsibility for outcomes and to deal positively with criticism.
- **Integrity, courage, and professionalism** – is beyond reproach personally and professionally and accepts that the Chief is an influential community leader who is always on duty. Upholds a high standard of fairness and ethics in everyday words and actions.
- **Emotional Intelligence** – demonstrates empathy – considered a direct reflection on a “think big” perspective and has well-rounded perspective on both policing and regional issues. Takes into consideration modern policing practices, anti-racism and systemic issues as it relates to marginalized and under-represented communities.
- **Other Attributes** – Pragmatic, performance-driven with a strong work ethic, enthusiasm, and a positive attitude.