

Commissioner, Ontario Provincial Police

Ministry of Community Safety and Correctional Services

Home to more than 14 million people in both urban and rural communities, Ontario is Canada's most populous province, and the second-largest geographically. Committed to maintaining the safety and security of the diverse population is the Ontario Provincial Police (OPP), which provides policing services to all areas of the province not protected by local police services, ensuring that our communities are supported and protected by accountable, efficient, effective, and accessible public safety systems. One of Canada's oldest police services, the OPP is made up of more than 9,000 uniformed, civilian, and auxiliary members. *Policing Excellence through Our People, Our Work, and Our Relationships* is the mission of the OPP which guides each member towards the achievement of the OPP's overall vision for *Safe Communities, A Secure Ontario*.

In appointing the next Commissioner for the OPP, the Ministry of Community Safety and Correctional Services is seeking a proven, visionary leader whose dedication will inspire the confidence and respect of the police and communities across Ontario, to assure and maintain public safety and trust in the Province.

Reporting to the Deputy Minister, Community Safety, the Commissioner:

- Leads and communicates a compelling vision for the OPP through the general control and administration of the OPP and its employees and volunteers
- Provides overall policy, strategic and business planning and control of OPP personnel and assets
- Directs activities, plans for and implements new directions in response to the changing environment of policing to provide leading edge policing services and to be the police service of choice
- Prioritizes policing issues in the province in order to appropriately and effectively focus the OPP's efforts in addressing them.
- Embeds OPP core values into operations to ensure effective service delivery to a diverse population
- Delivers integrated services by providing a provincial and municipal mandate, working cooperatively with policing partners and providing leadership in relation to provincial responsibilities
- Represents the OPP with integrity, professionalism and leadership on policing and justice issues provincially, locally and internationally (e.g. Ontario Association of Chiefs of Police, International Association of Chiefs of Police), including OACP, CACP membership/committee work

Qualifications:

An experienced executive with a background in policing, you understand the challenges faced by law enforcement today and are capable to lead this large and complex law enforcement organization that reflects the diversity of the community it serves. Your leadership brand is character driven, forward focused, and difference making, and inspires excellence and accountability in those you lead. Through leadership and

integrity, you ensure the trust of your community and your staff as you uphold the high standards of professional conduct that has come to characterize the OPP on an international scale. You invite dialogue and feedback, seeking the most effective solutions and relationships, while making difficult decisions regarding the efficient allocation of human, physical and financial resources.

Executive Leadership Requirements:

- A track record and demonstrated ability to provide executive leadership in a complex policing organization.
- Exceptional strategic leadership skills to promote excellence, deliver results, and manage risks in a challenging environment
- Proven ability to deliver on transformational change through innovation, continuous improvement, and leveraging digital and evidence-based solutions
- A development focus, driving commitment and bringing out the best in every member of your organization
- An inclusive mind-set, leading with empathy, confronting bias and systemic barriers, and understanding the relationship between public safety and policing in diverse communities

To be considered for this position, kindly submit your cover letter, resume and related information in confidence online at <https://www.odgersberndtson.com/en/careers/15189> by November 5, 2018 or in confidence to amanda.bugatto@odgersberndtson.com

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