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## OPPORTUNITY PROFILE

### Police Chief



**Lethbridge** is Alberta's third-largest city by both population (100,000) and land area after Calgary and Edmonton, and the largest city in southern Alberta. The nearby Canadian Rockies contribute to the city's warm summers, mild winters, and at times windy climate. The City of Lethbridge lies southeast of Calgary on the Oldman River and provides a high quality of life for its citizens.



Lethbridge is home to two well regarded post secondary institutions, the University of Lethbridge and Lethbridge College, each offering a variety of programs. Half of the workforce is employed in the health, education, retail and hospitality sectors, and the top five employers are government-based. The local economy is robust and relatively stable, with fewer cycles than is typical in the rest of Alberta. The city has performing art theatres, museums and sports centres including the new world class ATB Centre, home to aquatics, sports and fitness as well as curling and skating facilities.

## ABOUT THE LETHBRIDGE POLICE SERVICE

The Lethbridge Police Service (LPS) is proud to have a well-educated, highly-trained and committed workforce. The LPS recognizes the importance of balancing fiscal responsibility with the need to provide policing services that address crime and disorder, continue to meet changing demands and best serve the community. The LPS is made up of 170 sworn officers and 100 civilian staff members and is internationally accredited (CALEA). The LPS is a progressive police agency committed to a community-based philosophy in policing. For more information please visit the LPS website at [www.lethbridgepolice.ca](http://www.lethbridgepolice.ca)



## THE OPPORTUNITY – Police Chief

The Chief will have overall accountability to the Lethbridge Police Commission for the implementation of the Commission's policies, strategic direction and budget, and for the leadership and management of the LPS as outlined in the 2019-2022 Strategic Business Plan; see <https://www.lethbridgepolice.ca/sites/default/files/2019-2022-Business-Plan.pdf>

The Chief is supported by the Executive Team including the Deputy Chief, Administrative Services and three Division leaders: the Inspector-Criminal Investigations, Inspector-Field Operations and Inspector-Support Services. The Chief is a strong communicator, providing vision to the front-line staff who face the daily challenge of providing service to a diverse and growing community. The Chief is committed to understanding the history and culture of the region including a diverse population and how it affects policing in the community.

The Chief will be a visible and inspiring leader in the community continually building confidence felt in the LPS and the protective services they provide. The Chief will continue to build, maintain and nurture productive working relationships with a variety of internal and external stakeholders, individuals and organizations. The Chief will also foster relationships with the Police Commission, City Council, civic leaders, the Lethbridge Police Association, CUPE, other levels of policing, government, interest groups, social service providers, community organizations and the public. Working collaboratively for the common good of the City of Lethbridge, the Chief will be approachable and engaged in the community, demonstrate confidence in leadership and be committed to continuous improvement.

## LPS MISSION

- Courage
- Safety
- Service

## LPS VISION

Selflessly providing safety and service through excellence in community involvement, strong partnerships and continuous innovation.



## THE TEAM

The Chief of Police will report to the Lethbridge Police Commission. From a contractual perspective, the Chief of Police is appointed by the Commission, but the appointment is subject to ratification by City Council.

Direct reports may include a mix of:

- Senior Officers
- Civilian Staff

## KEY RESULT AREAS

The Chief will provide guidance to and implement the strategic direction of the Commission to ensure a high level of satisfaction with respect to availability of service and overall community safety. The Chief will support the Commission's strategic planning process and policy development. Further, the individual will help establish the directives, operational standards and program information required to operationalize the strategic objectives and Commission policies. The Chief will act as the principal interface between the members of the Lethbridge Police Service and the external environment by establishing proactive and positive communications with key constituent groups.

In addition, the Chief will manage all programs in accordance with a 'best practices' methodology and will monitor results against established standards of performance. The Chief will ensure compliance with all legislation and government policies applicable to the Lethbridge Police Service and to the programs / personnel for which it is responsible. Aside from directing the administration, its financial practices and human resource management, the Chief will also ensure all statutory reporting requirements are met.

## KEY SUCCESS FACTORS

**Inspirational Leadership** – dedicated to public service, focused on the public good, and the greater good of the Lethbridge Police Service. Ability to energize and coach colleagues, build trust and morale, understand the bigger picture and work collegially to serve the needs of the community. Demonstrate humble and authentic leadership and ensure a respectful, fair and collaborative workplace.

**Communication** – committed to forthright and ongoing communication, both verbal and written, with LPS staff, Police Commission, LPA, CUPE and all pertinent stakeholders. Articulate and clear communication style. Willing to listen to what needs to be said and have the critical conversations, always demonstrating empathy and emotional intelligence. Comfortable with the media and developing media strategy.

**Prudent Management** – strong business operations skills. Effective management of human and financial resources in a large complex organization. Understand the financial model and the impacts on the financial performance and sustainability affecting the LPS. Look for continuous improvement and efficiencies without compromising service levels.

## THE PERSON

Potential candidates will possess a relevant career background and education and will likely have significant experience in a progressive policing environment within a community with varied and complex issues. Candidates should have operated at a senior management level to be considered. People and community leadership experience is essential and a solid track record in successfully integrating strategy, people and business practices is desired. The candidate must demonstrate an ongoing commitment to personal and professional excellence.



**Cognitive Capacity** – possess the ability to understand and respond effectively to the complexities inherent in police service. Have a strong ability to deal with complex and divergent issues and how these impact the police organization and the community. Recognize the changing environment and need for true partnerships with indigenous organizations and governments, and community based organizations.

**Creativity and Innovation** – respond to challenges with innovative solutions and policies and will demonstrate a willingness to question conventional wisdom and status quo as a means of serving the public. Use intuition, non-linear thinking, fresh perspectives and information from non-traditional fields to generate new and innovative ways to succeed.

**Credible and trustworthy** – build credibility and rapport with various stakeholders to coordinate activities and utilize a collaborative approach to getting the work done. Demonstrate business acumen combined with respect for staff and self in the pursuit of the Commission’s mission statement. Compassionate, transparent and honest.

**Vision** – champion the vision of the Lethbridge Police Service. Will share and communicate the future of the service to the public in compelling terms, promoting enthusiasm and commitment in others and articulating the vision in the context of LPS’ culture and values. Politically astute, charismatic and visible, valuing inclusiveness and diversity.

**Organizational Awareness** – understand the inner workings of municipal government, the civic service and the uniqueness of LPS in terms of structure, processes and key players to maximize opportunity and minimize risk. Incorporate stakeholder needs when setting standards, policy, and organizational strategies and direction.

**Teamwork and Interpersonal** – contribute actively and fully to team projects by working with other civic leaders and colleagues in a collaborative fashion. Relate well to a diverse range of people, personalities and styles. Encourage input from others to offer their ideas and perspective. Appreciate that diversity of people and opinions will enrich the organization.

**Stamina/Stress Resistance** – sustain health and high energy levels to meet the ongoing challenge of protecting the public interest. Self aware, self directed with the ability to manage stress and remain energized in the face of difficult demands. Demonstrate composure, perspective and self control during potentially complex, volatile and/or high stress situations.

**Ethics and Values** – treat people fairly and with dignity. Act with integrity and be accountable and willing to admit mistakes, even in the face of adverse consequences. Possess strong principles as an internal compass to guide behaviour, and uphold the personal, social, and ethical norms of the Lethbridge Police Service.

## COMPENSATION

A competitive compensation package will be provided including an attractive base salary and excellent benefits. Enhanced security clearance will be conducted as part of the hiring process. Relocation provided if required. Further details will be discussed in a personal interview.

## FOR MORE INFORMATION

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