



The Orangeville Police Services Board

Invites applications for the position of

Deputy Chief of Police

Located on the north-west edge of the Greater Toronto Area, less than one hour's drive from Toronto and yet only moments away from the unspoiled, natural beauty of the Niagara Escarpment, the Town of Orangeville offers an excellent combination of location, small town charm and urban amenities. Situated in the picturesque natural setting of the Hills of Headwaters, Orangeville is home to nearly 30,000 residents and is the largest urban community and regional service centre within the County of Dufferin. Orangeville has a diverse economic base and offers urban amenities which include a regional health care centre, quality recreation facilities, along with a range of arts and culture events and attractions. Orangeville's vibrant and historic downtown presents the perfect backdrop for shopping, dining and special events. The Niagara Escarpment and the Ontario Greenbelt surrounding Orangeville offer some of the best recreational opportunities in Southern Ontario.

The Orangeville Police Services Board is seeking a Senior Police executive for the position of Deputy Chief of Police. The successful candidate will be familiar with, and will support the Mission Statement contained in the Orangeville Police Service Business Plan, that being:

The Orangeville Police Service is a community focused team that provides the highest quality of policing for the citizens we serve through professionalism, integrity and accountability.

Your commitment to making a difference in your community is demonstrated by the various volunteer contributions you have made throughout your career. You demonstrate a strong moral character and demand a high degree of discipline and integrity from those who serve with you.

The 2017 operating budget for the department is approximately \$8.2 million and the authorized strength of the force is 42 "sworn" officers, 34 civilians and auxiliary members.

Under the direction of the Chief of Police, the Deputy will be responsible for managing, planning, organizing and co-ordinating the day to day operations and administration of the Orangeville Police Service in accordance with the priorities and objectives established by the Board. The incumbent shall, when required, fulfill the duties of the Chief of Police in an acting capacity.

Key responsibilities include but not limited to:

- Provide strong leadership to both the sworn and civilian staff
- Maintain a co-operative working relationship with key staff of the Town of Orangeville and all other community stakeholders
- High standard of personal ethics and values and act at all times in line with those values and ethics
- Ability to handle and resolve conflict situations

- Ability to clearly articulate and promote the mission, vision and values of the Orangeville Police Service to internal and external stakeholders
- Ability to make operational decisions which impact the long term capabilities of the organization, the culture and the morale of staff, recognizing the political ramifications and public opinion
- Ability to operate with both efficiency and effectiveness with concern for budget while achieving results
- Demonstrate a leadership style capable of developing and sustaining a cohesive service with high standards of performance
- Supporting the Chief in community visibility is paramount

Qualifications:

- Requirements which apply to police officers, as found in the Police Services Act
- Currently eligible for promotion to the rank of Inspector
- Completion of a post secondary education program in business or a related field
- 10 years of progressive management experience through a variety of functions at the supervisory and managerial levels including financial and human resources management
- Demonstrate a keen understanding of current issues affecting the Service and policing in general
- Exceptional interpersonal, organizational, and communication skills
- Experience working with a Police Services Board, preparing and managing budgets and public speaking abilities are required
- Familiarity with technology used to support the provision of the Orangeville Police Service in addition to being competent with all MS Office applications to produce reports
- Working knowledge of employment related legislation including the Occupational Health and Safety Act

This is a contract position with the Police Services Board. Salary and benefits to be negotiated.

Qualified candidates are invited to submit their resumes and cover letter, in confidence, to the attention of the Secretary of the Orangeville Police Services Board, Jo Anne Glazier, **no later than 4:00 p.m. on Friday, November 10, 2017.**

By mail to: 390 C Line, Orangeville, Ontario L9W 3Z8

By email to: jglazier@orangevillepolice.ca

By fax to: 519-941-0089

The Orangeville Police Services Board is an equal opportunity employer. Accommodations are available for all parts of the recruitment process. Applicants need to make their needs known in advance. All personal information is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act. Questions about this collection should be directed to the attention of the Secretary at 390 C Line, Orangeville, Ontario L9W 3Z8.