

Leaders

INTERNATIONAL

Executive Search

VANCOUVER

EDMONTON

CALGARY

SASKATOON

WINNIPEG

TORONTO

OTTAWA

MONTREAL



OPPORTUNITY PROFILE

SASKATOON POLICE SERVICE

Chief of Police



City of Saskatoon

The City of Saskatoon is located in central Saskatchewan, in Treaty 6 Territory and the Homeland of the Métis. The name "Saskatoon" comes from the Cree word *misâskwatômina*, which refers to a sweet, purple berry which still grows in the area.

At approximately 300,000 people, Saskatoon is the province's largest city. The South Saskatchewan River flows through the heart of the city, and the vast river valley, managed by the Meewasin Valley Authority, is the envy of cities across North America. Saskatoon is also home to Wanuskewin, an award winning National Historic Site that has been named to Canada's Tentative List for UNESCO World Heritage Sites.

Saskatoon is a growing and diverse city. Throughout its history, it has welcomed people from all over Canada and the world. Over 60 different neighbourhoods, each with its own unique characteristics, make up the community.

Saskatoon is an attractive and friendly city with a diverse economy, low unemployment, healthy real estate market, and rising incomes which are all contributing to steady growth.

For more information about the City of Saskatoon, please visit: <https://www.saskatoon.ca/> and <https://www.discoversaskatoon.com/>

About the Saskatoon Police Service

The Saskatoon Police Service (SPS) is an industry leading organization with a proud history and a strong connection to the people it serves. The SPS is comprised of 730 staff, just over 500 of which are sworn officers. For the past 11 years, the SPS has been named a Saskatchewan Top Employer. The SPS combined operating and capital budget for 2024 is approximately \$138 million.

The SPS utilizes a variety of innovative programs and methods to address crime and achieve community safety. Programs like the Police and Crisis Team (PACT), Alternative Response Officer Program and the Community Mobilization Unit are making a difference in this regard. Tremendous value is placed on community partnerships and seeking solutions outside of traditional policing to address the root causes of crime and find solutions to today's policing challenges. The SPS works closely with the Indigenous community to gather input on current police policy and practices, and is actively working to implement a significant Truth and Reconciliation Action Plan developed in partnership with the Office of the Treaty Commissioner.





The SPS continuously seeks ways to improve. It was the first service in Saskatchewan to implement the Body Worn Camera program, and in recent years, developed a robust strategic planning and reporting process to demonstrate accountability and evaluate the effectiveness of its programs and services. The SPS is often called upon by other police services for its knowledge and experience in developing unique programs that better serve residents. Its headquarters built in 2014, is fully utilized with over 50 different Police units and includes a Detention centre, Communications call centre, large gymnasium for recreational activities and community gatherings, a firearms range, and much more.

For more information on the SPS, please visit: <https://saskatoonpolice.ca/>

The 2022 Annual Report can be accessed here: [SPS Annual Report](#)

The 2020 – 2024 Strategic Plan can be accessed here: [SPS Strategic Plan](#)

OUR VISION

To continually improve community safety

OUR MISSION

As part of the community, we will provide service based on excellence to ensure a safe and secure environment

OUR VALUES

*Honesty – Integrity – Compassion – Fairness
– Commitment – Respect – Professionalism*



The Opportunity: Chief of Police

The Saskatoon Board of Police Commissioners is seeking a highly experienced and visionary leader to serve as Chief of Police. The Chief of Police reports directly to the Board of Police Commissioners and leads a Senior Management Team which includes two Deputy Chiefs.

The Chief of Police is responsible for overseeing and directing all law enforcement activities within the City of Saskatoon, ensuring the safety and security of its residents, and promoting community engagement and trust. This position requires exceptional leadership skills, strategic thinking, and a commitment to upholding the principles of justice and public service.

As Chief of Police, you will provide strategic direction and leadership to the police department, and develop and implement policies, procedures, and guidelines in alignment with local, provincial, and federal laws and regulations. You will foster a culture of professionalism, accountability, and continuous improvement, and manage budgeting, resource allocation, and fiscal management to ensure responsible use of resources.

The mission of the Board of Police Commissioners is to strengthen the culture of community safety in Saskatoon. Given the challenging environment in which police are currently operating, the Board is seeking a Chief of Police who is fully committed to exploring all opportunities to build and strengthen partnerships that will improve or complement existing policing strategies, and that will enhance trust between the police and our diverse community. This includes a full commitment to Truth and Reconciliation.

Scope and Major Responsibilities

- Provide strategic direction, leadership, and guidance to the Saskatoon Police Service in the day-to-day provision of policing services to the residents of Saskatoon.
- Assess crime trends, public safety risks, and emerging issues to develop proactive strategies and adjust operational priorities accordingly.
- Develop and implement strategic and annual business plans that include law enforcement strategies, crime prevention initiatives, and emergency response plans that strengthen the culture of community safety in Saskatoon.
- Ensure departmental policies, procedures, and guidelines are in accordance with local, provincial, and federal laws and regulations, and ensure compliance with legal standards, human rights principles, and ethical practices in all police activities.
- Each year, prepare an operating and capital budget for approval by the Board of Police Commissioners. Oversee resource allocation and fiscal management to ensure the most responsible and efficient use of resources possible.



- Seek out and develop community-oriented policing strategies that use innovative solutions to address increasing challenges arising from social issues in the community, and that enhance trust between the police and the diverse community they serve.
- Engage with the community, government agencies, and other stakeholders to collaborate and build and enhance existing partnerships to address public safety concerns, and actively participate in community programs, public events, and initiatives to promote positive police-community relationships.
- Create a positive, supportive, and inclusive work environment where employee mental health and wellness is a top priority.
- Develop and implement recruitment initiatives to achieve a workforce representative of the population, and that adhere to established hiring practices and diversity and inclusion principles.
- Develop an internal culture of professionalism and continuous improvement through succession planning, regular performance evaluations, and by addressing disciplinary matters as required.
- Ensure staff receive comprehensive training to perform their duties, and further develop modern policing skills like cultural sensitivity, de-escalation techniques, and communication.
- Represent the Saskatoon Police Service in regional, provincial, and national forums, and collaborate with other law enforcement agencies and organizations to address shared challenges.
- Participate in professional associations, conferences, and seminars to stay abreast of best practices, industry trends, and advancements in law enforcement.



- Engage with government officials, community leaders, and relevant stakeholders to advocate for resources, legislative changes, and policies that enhance public safety.
- Foster a culture of innovation and embrace technological advancements to enhance policing effectiveness and efficiency.

Our Chief of Police Will Have:

- A Degree in Public Administration, Business Administration, Criminal Justice, or related discipline.
- Ten years experience in law enforcement, and five years in a senior administration and supervisory position.
- Extensive training and education in policing and emergency services management at an advanced level.
- Knowledge of local, provincial, and federal laws and regulations related to law enforcement.
- Knowledge of Quality Management Systems including Incident Command System, Federal, Provincial and Municipal legislation on policing, community safety and emergency communications.
- A proven track record in building community relationships, a commitment to community-oriented policing, and an ability to engage with community stakeholders in ways that build public trust, especially in the face of challenging issues.
- Demonstrated skills in successfully leading change management processes, building corporate capacity and partnerships, and developing effective relationships internally and externally.
- Proven ability to lead and motivate a diverse workforce and foster a culture of wellness, safety, and inclusion.
- Exceptional communication, interpersonal and conflict resolution skills and experience working with the media.
- Sound judgement, decision-making abilities, and problem-solving skills.
- Knowledge of emerging trends and technologies in law enforcement.



Core Competencies

- **Accountability** – Takes personal ownership and responsibility for the quality and timeliness of work commitments and departmental commitments to achieve results. Follows City of Saskatoon guidelines, standards, regulations, and principles. Demonstrates reliability and integrity daily.
- **Adaptability** – Adapts and responds to new and changing conditions, priorities, technologies, and requirements. Embraces change while developing innovative and creative solutions to emerging issues and opportunities. Applies versatility, reasoning, and innovativeness in the face of change.
- **Collaboration** – Demonstrates flexibility in new and changing situations. Works cooperatively and effectively with others to achieve a common goal. Gets others excited about and committed to furthering SPS policing goals. Participates actively in group activities and fosters a collaborative work environment.
- **Embraces Diversity** – Is sensitive to cultural and other differences in others and responds accordingly.
- **Effective Communication** – Expresses and transmits information with consistency and clarity to a variety of audiences (citizens, colleagues, management, and the media). Is an active listener and engages the audience to ensure the message is delivered and understood. Creates a positive first impression with confidence and respect.
- **Service Orientation** – Gives superior service to internal and external customers (citizens, City Councillors, stakeholders, management, and colleagues), with a focus on meeting citizen's needs. Builds value in the work conducted and in results achieved.



Leadership Competencies

- **Visioning and Strategic Thinking** – Demonstrates traits such as foresight, courage, strategic thinking, excellent communication, and the capacity to inspire and influence others. Uses critical thinking to develop and implement innovative and creative strategies that will drive performance, and motivate others to commit to, and help achieve the long-term vision.
- **Building Organizational Effectiveness** – Sets the stage and builds the culture and standards for a high performing workplace. Acts as a role model.
- **Financial Leadership** – Oversees the health of the Service's finances and long-term financial plans, and ensures openness and accountability exists in resource allocation decisions.
- **Team Leadership** – Builds own skills in team leadership, fosters teamwork, and ensures team members and staff are engaged. Gets the most and brings the best out of people. Makes decisions based on what is best for the citizens of Saskatoon.
- **Political Astuteness** – Understands and operates effectively within both political environments and the community and uses this knowledge to get things done. Communicates in a politically sensitive manner. Diplomatically manages challenging or tense personal or political situations.
- **Foster Change and Innovation** – Champions change, demonstrates a willingness and ability to initiate, sponsor and lead change initiatives through to completion. Focuses on continually improving work processes and practices. Recommends and implements innovative ideas and solutions to enhance organizational results.

Compensation

A competitive compensation package will be provided including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.

Express Your Enthusiasm

Email a convincing cover letter and tailored resume (PDF or Word document only) to **Allan Nelson or John Dugdale** at calgary@leadersinternational.com indicating the job title in the subject line of the email.

Leaders International Executive Search

www.leadersinternational.com