



Wiikwemkoong Tribal Police Service

CAREER OPPORTUNITY – Chief of Police

The Wiikwemkoong Tribal Police Service (WTPS) Board Corporation is seeking applications from leaders in policing who hold the skills, knowledge and competencies required for the next Chief of Police of the Wiikwemkoong Unceded Territory. The Chief of Police is accountable to the Board for the effective delivery of community safety within our Territory and for the administration and operation of the Wiikwemkoong Tribal Police Service. This position will oversee and effectively administer: human resources, financial management, as well as community and media relations. The Chief of Police will build and maintain strong, effective, collaborative relationships with community partners, organizations, government, neighbouring policing agencies, and the Board of Directors.

Wiikwemkoong is a Proud and Progressive home to Anishinaabe People with a rich, vibrant history and culture. Our People are comprised of the 3 Fires Confederacy of the Odawa, Pottawatomi and Ojibwe. Our People are the Language Keepers of Anishinaabemowin. Wiikwemkoong is one of the 10 largest First Nation communities in the Country and our Territorial land spans 56,000 hectares. Along with the main village area of Wiikwemkoong; our Community is comprised of satellite areas including Kaboni, Buzwah, South Bay, Rabbit Island, Murray Hill, Cape Smith, Wiikwemkoongsing and Point Grondine.

The history of the Police Service includes the signing of a Stand Alone Policing Agreement in January 1994. Our Service has been incorporated since 2001 and is accountable to the Community through its Board, Uniformed Officers and Civilian Staff. The mission of the Wiikwemkoong Tribal Police Service is to deliver an exemplary level of Community Based Policing in our Territory and to our Citizens and Residents.

We value the fact that our service is reflective of our community, inclusive in its diversity, and that all the Uniform and Civilian members of our service aim to carry out duties in a manner that it is sensitive and consistent with the needs, customs, traditions, and values of the Wiikwemkoong Unceded Territory. We take pride in and embrace the ideal that a safe and healthy community is a shared responsibility.

THE CANDIDATE:

The Chief of Police, under the direction of the Police Service Board, will be responsible for managing, planning, organizing and coordinating the work of sworn officers and civilian personnel in day to day operations. The Chief of Police will work closely with a variety of community stakeholders in strategic governance. This leadership position will also be responsible to establish, implement and manage operational policies and procedures in keeping with legal requirements, ethics, and professional standards. These responsibilities will be carried out by the Chief of Police consistent with the overall mission, values and goals of the Service. The successful candidate will have the following essential qualifications:

- Post-secondary education, ideally in a related field, with a minimum of 10 years law enforcement and at least five (5) years of supervisory experience in Community Policing, including Detachment Commander qualification or greater;
- An exceptional commitment to Anishinaabe restorative justice principles along with a balanced, integrated services approach to public safety and community wellness;

Comprehensive knowledge of modern law enforcement requirements, programs, activities and best practices;

- Strong strategic mind with a proven ability to analyze complex and sensitive problems and issues with the ability to adopt effective responses and solutions;
- Excellent human resources, operational, and financial management skills complimented by an excellent knowledge of police administration practices and principles;
- Proven ability to motivate a police service, ensure trust between the Police Service and Community along with its Citizens;
- Through knowledge of and sensitivity working with Anishinaabe people, organizations, communities and culture as well as experience in working with federal, provincial and First Nations governments;
- Strong public relations, interpersonal and negotiation skills with a proven ability to establish, build and maintain excellent partner and stakeholder relationships in order to influence effective outcomes;
- Demonstrated performance in complex administrative, supervisory and professional work, as well as, in planning, coordinating and directing the activities of a Police Service;
- Superior verbal and written communication skills: fluency in the Anishinaabe language is a significant asset;
- The capacity to maintain the highest standards of integrity and professionalism within the Police Service and successfully steward the Police Agreement Budget.
- Excellent political acumen and superior demonstrated tact and diplomacy;
- An energetic leader who inspires excellence, collaboration, and accountability;
- Demonstrated ability to create an environment of trust and openness, with consistent applied decision-making ability;
- Preference will be given to candidates who self-identify with Anishinaabe/First Nation Ancestry.

TERMS OF EMPLOYMENT: This is a definite term contract position. The commencement and end dates will be confirmed via employment contract.

SALARY: To be negotiated with the Wiikwemkoong Tribal Police Service Board of Directors

DEADLINE: March 9, 2018 at 1:00 PM

All qualified and interested applicants are requested to please forward by mail or email the following:

- (1) Resume and Cover Letter including 3 (three) Letters of Reference: Must include at least one reference letter from a current and/or past supervisor
- (2) Letters of Commendation/Appreciation
- (2) Copy of a valid Driver's Licence,
- (3) Copy of Security Clearance Check (Form to be requested)
- (4) Copy of First Aid/CPR Certification
- (5) Any other relevant professional development documentation.

PLEASE NOTE: The successful applicant will be required to have a medical/physical examination completed from his/her physician at the applicant's expense.

If this Career Opportunity is of interest; and you have a desire to share in our ongoing goal for a safe and healthy community in Wiikwemkoong Unceded Territory through Community Policing, then we strongly urge you to

SUBMIT A COMPLETED PACKAGE, MARKED "CONFIDENTIAL" TO:

**Ms. Rachel Manitowabi, President
Wiikwemkoong Police Service Board Corporation
2074 Wikwemikong Way, P.O. Box 27
Wikwemikong, Ontario POP 2J0**

Email: rmanitowabi@wikipolice.com

**We thank all who apply and advise that only those selected for an interview will be contacted.
*All qualified candidates are encouraged to apply however; preference will be given to persons who identify with Anishinaabe/First Nation Ancestry***