

Chief Constable

SURREY POLICE SERVICE
SURREY BC CANADA



The Future Lives Here

The City of Surrey is consistently ranked as one of Metro Vancouver's most sought after and fastest growing communities. Serving a population of over 515,000 residents, the City engaged in an extensive public process for the planned transition to an independent and fully integrated Surrey Police Service. With strong public support for a new policing model, the Province of British Columbia approved the transition to create the Surrey Police Service (SPS) targeted to be operational by the spring of 2021.

Recruiting top leadership professionals is pivotal to the success of building the SPS, soon to be one of Canada's leading policing organizations. The Surrey Police Board has officially launched the process to recruit the first Chief Constable who will lead the SPS as it grows into a world-class police department.

Your Opportunity to Make History

As the ideal candidate you are an inspiring leader, an exceptional relationship builder, communicator and community partner with many years' experience in leading in a progressive police department(s), serving diverse communities. In addition, you are known for your business acumen, your commitment to leading edge practices, continuous improvement, service delivery excellence and fiscal accountability.

As Chief Constable, you will work with the newly formed Surrey Police Board and provide overall operational and administrative leadership and direction for the SPS. The Chief Constable will have a major role in ensuring that the SPS's vision is clearly communicated throughout the new organization and the City. Through a range of relationship building initiatives, the Chief Constable will develop a visible and respected profile for the new organization.

In today's challenging environment, the Chief Constable will lead through his/her senior management and sworn and civilian personnel, and deal with constantly changing work requirements and challenges by creating an environment of trust and openness, where decisions are made and applied on a consistent basis. The Chief Constable will be a role model for behaviour that is consistent with the principles and values of a professional, ethical, equitable and accountable police service.

Effective communication is essential as many initiatives will require the SPS to work together with community groups, media, other police organizations and stakeholders within the region. In order to be successful, the Chief Constable will develop a thorough understanding of the City of Surrey's community culture, organizational structure, corporate strategy, and key stakeholders.

Experience and Qualifications

EXECUTIVE LEADERSHIP

- » Experience as a policing leader with a demonstrated ability to inspire, energize, and lead an organization to achieve objectives
- » Proven to be an innovative and adaptable leader in a variety of contexts and situations
- » Possesses the ability to build a sense of confidence and consensus, and create a positive, respectful and constructive work environment

STRATEGIC THINKER AND MANAGER

- » Able to identify public safety needs and set the priorities of the department and community
- » Has a track record of building strong teams to create and manage operational plans and budgets
- » Ability to delegate effectively with full accountability
- » Believes in accountability at all levels

PEOPLE LEADERSHIP

- » A team builder demonstrating the ability to attract, hire, retain, develop, motivate and lead an accomplished and effective team
- » Committed to succession planning
- » Commitment to play a leadership role within the City

PARTNERSHIP DEVELOPMENT AND COMMUNITY ENGAGEMENT

- » Willing to participate actively in community organizations and events
- » Comfortable working with culturally diverse communities and in developing working partnerships with various associations, community liaison groups and the media

BUSINESS TRANSFORMATION

- » Analytical, logic based decision-making skills
- » Capable of planning and implementing organizational change

RESOURCE MANAGEMENT AND OPTIMIZATION

- » Excellent business judgment demonstrating a high level of competence in financial planning, budgeting, human resource and technology issues
- » Able to establish and commit to performance standards
- » Willing to act in a timely fashion to solve critical situations or capitalize on opportunities

CONTINUOUS IMPROVEMENT

- » Exemplifies continuous learning and operational excellence

COMMUNICATIONS AND INTERPERSONAL

- » Strong oral and written communication skills
- » Excellent interpersonal skills, able to relate effectively with a diverse range of people, personalities and styles internal and external to the organization

To apply in confidence, please submit your resume and cover letter via email by August 28, 2020, 4pm PST to:

Grant Smith – grantsmith@waterhousesearch.com or

Jon Stungevicius – jon@waterhousesearch.com

For more information regarding specific qualifications or should you wish to speak to our Executive Recruiter, please contact either of the above listed consultants.