

Employment Opportunity



Chief of Police

The File Hills First Nations Police Service

General

The File Hills First Nations Police Service (FHFNPS) is a self-administered, community-governed police agency which serves the First Nations of Little Black Bear, Starblanket, Okanese, Peepeekisis and Carry the Kettle First Nations. The FHFNPS is headquartered at the Okanese First Nation, near Balcarres, Saskatchewan.

The FHFNPS is a non-profit corporation under the Corporations Act (Saskatchewan) and receives its legislative authority from the Saskatchewan Police Act 1990. The File Hills Board of Police Commissioners provide governance and strategic direction, while overseeing the development of the policy framework.

FHFNPS works with surrounding area detachments, within local community schools, with our Tribal Council Justice Department and all Chiefs and Councils and community members of our respective First Nations.

The FHFNPS has an authorized strength of 11 police officers, five special constables and three civilian staff with an annual budget exceeding \$2M under a secure agreement up to 2028.

The FHFNPS is seeking a qualified candidate to fill the position of Chief of Police.

Position Description

Duties and Responsibilities:

The Chief of Police manages day to day operations in accordance with the objectives, priorities, budget, strategic and operational plans and within the policy framework established in conjunction with the Board of Police Commissioners.

The Chief of Police is responsible for recruitment, retention, and evaluation of all staff and for ensuring that members of the Police Service carry out their duties and responsibilities in an efficient and effective manner that considers the culture, traditions and needs of the communities.

The Chief of Police ensures the File Hills First Nations Police Service provides crime prevention and enforcement services, with due regard for the principles and application of community policing and restorative justice.

The Chief of Police ensures that operational discipline is maintained in accordance with the objectives, priorities and policies established by The Police Act, 1990 (Saskatchewan), R.S.S. 1990, c. P-15.01 and regulations in force pursuant thereto, as well as any relevant policies established by the Board of Police Commissioners.

Qualifications:

The successful candidate will:

- have at least 10 years of policing experience and relevant education usually obtained through post-secondary degree(s) or equivalent work experience at the executive ranks within the policing field,
- have several years of practical administrative and operational management experience in a law enforcement environment that includes knowledge of police science, organization, criminal investigation methods and their application to the solution of crime challenges and issues,
- have a thorough knowledge of community-based policing and restorative justice programs/models and be prepared to apply them within the FHFNPS,
- understand and respect the history and socio-cultural environment of the First Nations that are served by the FHFNPS,
- have a thorough knowledge of the Saskatchewan Police Act 1990 and the First Nations Policing Program,
- possess excellent written and verbal communication skills, including strong presentation skills and ability to relate well with media and a good knowledge of relevant computer programs,
- have the physical fitness to perform the duties required of a management police position, the use of equipment commonly used by law enforcement officers and, from time to time, the essential job functions of a patrol officer,
- possess a valid provincial driver's license with a clear driver's abstract.

The work environment will require the Chief of Police to deal effectively with time pressures, stress, and changing demands of the job on a regular basis. Further, the Chief of Police will have to respond efficiently, professionally and show leadership in emergencies such as search and rescue, natural disasters, major crimes, and a variety of other incidents relevant to police duties.

For further information on operational issues, please feel free to contact current Chief of Police Lennard Busch at 306-334-3222 or lennard.busch@rcmp-grc.gc.ca.

If you wish to see a full job description, please contact Daniel Bellegarde at fhnps@outlook.com and you will receive a copy.

Term

The position will be under 5-year contract, reviewable annually through a formal performance appraisal.

Salary and Benefits

The salary will be negotiable, based on qualifications and experience as well as comparisons with self-administered police services of similar size. Workplace benefits and a pension plan will be provided.

Contact

Submit a covering letter, resume and 3 references (one of the references must be from an officer who you supervised), in strict confidence, to:

FHFNPS Board of Commissioners
P.O. Box 460
Balcarres, SK
S0G 0C0
Attention: Daniel Bellegarde, Chair

Or by email to fhfns@outlook.com, which the email address of Daniel Bellegarde, Chair.

DEADLINE: for applications - July 15, 2021
 for interviews - August 15, 2021 (flexible)
 for start - November 1, 2021 (flexible)

Only those applicants accepted for interviews will be contacted.

The FHFNPS relies on s. 16(10) and s. 56(1) of the Saskatchewan Human Rights Code to give preference to Aboriginal candidates to fill this position.