

POSITION PROFILE

# Chief of Police

## Winnipeg Police Service

Reports to: Winnipeg Police Board

Date: August 2024



## ABOUT THE WINNIPEG POLICE SERVICE

The Winnipeg Police Service (WPS) is the primary law enforcement agency responsible for maintaining peace and order in the city of Winnipeg, Manitoba. Established in 1874, the WPS has evolved into a modern and diverse police force serving a population of over 845,000 residents. The WPS provides policing services to the citizens of Winnipeg through: Professional commitment to a culture of safety for all; and education, crime prevention, protection, intervention, enforcement and investigation.

The WPS is committed to the safety and security of the community through proactive policing strategies that address crime prevention, investigation, and community engagement. With a strong emphasis on community policing, officers work closely with local residents, businesses, and organizations to build trust and foster a safer environment. The organization is structured into three branches; Operations, Investigative Services and Support Services. There are specialized functions within each of these branches, such as Behavioural Health Unit, Major Crimes, Traffic, Flight Operations Unit, Professional Standards Unit and the primary public safety answering point (PSAP) for the City. These units enable the WPS to effectively respond to a wide range of situations and maintain public safety.

In addition to law enforcement, the WPS places a significant emphasis on partnerships with community stakeholders, including educational institutions, social services, and neighborhood associations. These partnerships aim to address underlying issues contributing to crime and enhance the overall quality of life in Winnipeg.

The WPS is guided by principles of integrity, professionalism, and accountability in all its operations. Sworn members and police professionals undergo rigorous training and adhere to strict ethical standards to uphold the trust placed in them by the community. The WPS is a dedicated organization committed to serving and protecting the diverse population of Winnipeg with diligence, compassion, and a commitment to excellence in policing.

The Winnipeg Police Board (Board) provides civilian governance and oversight of the WPS. The Board governs the WPS through the Chief of Police and determines the strategic direction for the overall operations of the WPS and the delivery of policing services.

### STRATEGIC PRIORITIES

- Protection and Crime Prevention
- Community Partnerships
- Effective and Efficient Service
- Healthy Organization

### BY THE NUMBERS

1. \$331.9 million budget
2. 1959.58 FTEs
3. 4 police districts



We ask those individuals with an interest in further exploring this exciting opportunity to contact:

Lillian Wong, Director, Executive Search Services

Lillian.Wong@mnp.ca



## **WE VALUE:**

### ***Integrity***

- We act in an open, honest and trustworthy way in all of our interactions with each other and the public

### ***Respect***

- We honour the diversity of individuals, showing understanding and acceptance for all people

### ***Citizens and Communities***

- We conduct ourselves in a professional manner at all times, are above reproach and demonstrate pride and commitment to the people and communities we serve

### ***Accountability***

- We make quality, ethical decisions that guide our individual and collective efforts and are responsible for our actions, use of resources and effectiveness

### ***Courage***

- Whether serving on the streets or providing leadership and support, we will make tough decisions and take decisive actions to valiantly protect people and communities

## **WE BELIEVE:**

- The safety and security of people, property and the community are a critical public interest
- In the rights of individuals and bias-free policing
- In the worth of each individual but in the reality that individuals and groups who engage in criminal behaviour must face the consequences and society must be protected from them
- Significant strides in preventing crime will happen when the risk factors of crime are appropriately addressed
- We must work collaboratively with the community and other justice, social services, health and community agencies who contribute time, resources and support, if we are to prevent crime in the long-term
- Our success depends upon the professionalism, innovation, skill and compassion of civilian and sworn members of the police service
- In the health, protection, well-being and professional development of our membership
- Effective governance is critical to ensuring accountability and effectiveness in the delivery of policing services

## **ABOUT THE CHIEF OF POLICE**

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The Chief of Police is accountable and reports directly to the Board. Both the Board and the Chief of Police have working relationships with the City of Winnipeg (City). The Chief of Police has a working relationship with the City in respect of administrative matters such as financial, human resource and asset management.

The Chief of Police operates within a complex governance structure that includes the Board, municipal and provincial government entities. The role reports to the Board, collaborates with the municipal council and administration, adheres to



federal, provincial and municipal statutes and regulations, and aligns policing efforts with community priorities identified in the strategic plan.

The Chief of Police oversees all operational policing and administrative functions of the WPS and represents the organization at all levels of government. The Chief of Police leads the development of advice to the Board on the priorities and objectives for the WPS and policies for its effective management. Working closely with the Board, the Chief of Police will lead the implementation of transformative and progressive strategies that respond to the needs and expectations of the community.

*The Board is required by Section 21 of Manitoba's Police Services Act to appoint a person with the qualifications outlined in the Police and Special Constables Qualifications Regulation to serve as the police chief of the municipal police service.*

The main responsibilities of the Chief of Police are outlined in subsection 22(1) of *The Police Services Act (Manitoba)* ("the Act") as follows:

- the enforcement of law, the prevention of crime and the preservation of the public peace in the municipality;
- the management, administration and operation of the police service;
- the maintenance of discipline in the police service;
- ensuring that the police service meets all of the requirements imposed by this act and that its police officers carry out their duties in accordance with this act;
- implementing policies established by the police board respecting the police service.

Subsection 22(2) of *the Act* provides that the Chief of Police is accountable to the Board for carrying out the above responsibilities and for managing, administering and operating the police service in accordance with the priorities, objectives and policies established by the police board under subsection 28(1) of *the Act*.

*The role of the Chief of Police is to provide executive leadership to the police service by:*

- Leading the effective management, administration and operation of the WPS
- Implementing the strategic priorities through an annual Business Plan
- Reporting to the Board on targets and measures that support the strategic plan
- Reporting to the Board throughout the year on budgets, emerging issues, innovation, major risks, and critical incidents
- Upholding excellent stewardship of financial and human resources

In keeping with provincial legislation, *The Path to Reconciliation Act*, the Chief of Police is to be guided by the calls to action of the Truth and Reconciliation Commission and the principles set out in the United Nations Declaration on the Rights of Indigenous Peoples and the calls for justice of the National Inquiry into Missing and Murdered Indigenous Women and Girls when developing strategic advice and the business activities that support the Strategic Plan;

The Chief of Police will establish, nurture, and sustain a culture of accountability, transparency, inclusion, empowerment, high performance and continuous improvement. Together with an appropriately structured executive team, the Chief of Police will implement progressive community policing practices, focused on keeping communities safe and preventing crime through integrated and appropriately resourced services. The Chief of Police will create trust-based, reciprocal and valuable relationships with employees, governments, community partners, the business community and residents.



## LEADERSHIP ACCOUNTABILITIES

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### Accountability 1: Strategy, Planning and Performance Measurement

- In conjunction with the Board and in accordance with its direction, oversee the development of the WPS's input on a strategic plan for the Service with a focus on prevention, intervention and suppression
- Provide leadership in formulating an inspirational vision and clear strategic directions, goals and objectives, aligned with the priorities of the WPS and the City
- Lead the timely implementation of a comprehensive strategy to meet the service, financial and efficiency goals of the WPS
- Hold accountability for implementation of the strategic plan
- Evaluate the success of the strategic plan in conjunction with the Board
- Respect, promote and fully engage with the Board to implement the spirit and intent of civilian governance of police services established under *The Police Services Act*, and ensure ongoing compliance with the requirements of the Act.
- Develop and implement processes and practices to identify needs and expectations of oversight bodies, funders, partners and citizens as well as social, economic and law enforcement trends that will impact the delivery of services
- Using evidence about current crime and organizational change trends, evaluate the WPS's ability to meet needs and address future conditions or issues and advise the Board
- Articulate and communicate the WPS's philosophy of community partnerships in policing and ensure it is reflected in all programs and services
- Ensure there is a comprehensive but clear reporting system that ensures a 'direct line of sight' between strategic goals and outcomes

### Accountability 2: Organizational, Operational and Financial Leadership

- Translate the strategic plan into operational/business plans and communicate to all employees, partners and citizens
- Develop, sustain and lead a high performance, respectful, and inclusive culture and environment where multiple perspectives are sought, risk is mitigated, innovation is encouraged and all employees are committed to excellence in service delivery
- Lead a cohesive, collaborative senior management team that is committed to the best interests of the WPS and the community
- Establish strong human resource policies and practices that ensure highly qualified staff are recruited and retained, performance expectations are clearly defined, workforce planning and development and succession management are effectively implemented
- Lead the development, implementation and maintenance of an effective organizational structure
- Optimize service delivery while balancing financial resources and keeping staff safe and healthy
- Establish operational performance indicators within the performance measurement system that allow for consistent monitoring of organizational performance





- Maintain and enhance strong risk management practices

### **Accountability 3: Winnipeg Police Board Support**

- As the official link between the Board and WPS employees, ensure formal communication and the appropriate sharing of information between the Board and staff
- Advise and assist the Board in the development of policies, strategic priorities, programs, services and new initiatives in response to identified needs as well as provide up-to-date information about changing environmental landscapes
- Ensure formal written documentation including, but not limited to, reports, background information and briefing materials are prepared and presented to the Board as required to support decisions, the development of policy and reporting to the City as well as to ensure the Board is appropriately informed of outcome

### **Accountability 4: Public Relations and Partner Relationship Management**

- Perform effectively as a spokesperson for the WPS
- Establish and oversee the execution of multi-faceted communication strategies and channels to ensure internal and external stakeholders, including citizens are aware of the services provided by the WPS, the major programs and initiatives and their benefits and WPS's progress towards achieving and maintaining goals
- Foster productive, mutually respectful and effective working relationships with media, government officials, community service delivery partners, associations and unions, Indigenous communities and the business community to ensure progressive, holistic and evidence based approaches to community safety are implemented
- Represent the WPS at official and community functions

## **THE EDUCATION AND EXPERIENCE REQUIREMENTS**

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The Board relies on the knowledge, skills and experience of the Chief of Police to ensure the organization's success. The ideal candidate will have a specialized background and many unique competencies.

The ideal candidate should possess a minimum of 10 years of diverse and progressively responsible law enforcement experience, including at least 10 years in senior policing leadership and executive management. A proven change leader with an extensive background in public service excellence, the ideal candidate will have a demonstrated successful track record modernizing public safety organizations and establishing a collaborative, inclusive culture and leading transformational change. A thought leader as well as an accomplished executive, the prospective Chief of Police will be knowledgeable in regard to truth and reconciliation and key documents related to these central concepts including the Truth and Reconciliation Commission Calls to Action and Reclaiming Power and Place, the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, Calls for Justice. The ideal candidate will bring passion, humility and authenticity, complemented by a post-secondary degree in police science, criminal justice, public administration, business administration or a related field, and a career of progressive growth as a senior leader in a large policing or related organization. Preferred qualifications include experience in media and community relations, familiarity with governance structures, and the ability to handle public sector and police union matters. Additionally, a successful



track record in senior administrative management, business innovation, financial acumen, and a commitment to community service are essential. The candidate should also demonstrate proficiency in budget management, effective communication, and building strong relationships with various stakeholders. An equivalent combination of education and experience will be considered. A Master’s degree in a related field such as public or business administration is desired.

This role requires the ability to work effectively with the Board and be accountable to the Board for operationalizing strategic goals and reporting tangible outcomes. The Chief of Police will work with other government stakeholders and establish strong, trust-based relationships with partners to achieve community safety goals.

If you are a visionary leader, have excellent oral, written and presentation skills and experience as a public spokesperson, demonstrate decisiveness and excellent judgment, political and financial acumen and have earned a reputation as someone who is credible, transparent and who drives results, you will want to explore this exciting opportunity.

## COMPETENCIES REQUIRED

*This List is in no particular order of priority.*

<p><b>EMBRACING DIVERSITY AND INCLUSION</b></p> <p>Understands one’s personal attitudes and values related to diversity and inclusion, and actively promotes, supports and safeguards diversity and inclusion within organization and community.</p>	<p><b>Promotes a policing culture that embraces diversity and inclusion (Level 5)</b></p> <ul style="list-style-type: none"> <li>Actively models, promotes and supports behaviours and practices that foster organizational and community diversity and inclusion across a broad range of individual characteristics, identities and lived experiences</li> <li>Fosters an organizational culture of learning and reflection that enables the expression, and consideration of, diverse viewpoints</li> <li>Maintains up-to-date knowledge of key demographic and societal trends and analyses related to community and workplace inclusion</li> <li>Undertakes self-study and/or engages with subject matter experts/people with lived experience to understand the negative individual, organizational and community impacts of bias, hate and social exclusion</li> <li>Be aware of relevant key documents related to truth and reconciliation to support strategic and operational alignment with community objectives and values</li> <li>Ensures that the development and implementation of workplace talent strategies include attention to the acquisition, development and retention of an appropriate mix of employees with diverse characteristics and life experiences</li> </ul>
<p><b>LEADING CHANGE AND TRANSFORMATION</b></p> <p>Leads organization through strategic and transformational changes to ensure the capacity of the organization to respond effectively and adapt to new challenges and opportunities.</p>	<p><b>Leads Capacity for Change and Transformation (Level 5)</b></p> <ul style="list-style-type: none"> <li>Creates an environment within the executive team that encourages innovation, self- and group- awareness, critical reflection, learning, and continuous improvement</li> <li>Formulates a clear and compelling vision for change and its implications for the organization</li> <li>Coaches direct reports to support the development of their capacity to lead change and transformation within their areas of responsibility</li> </ul>



	<ul style="list-style-type: none"> <li>• Communicates strategic change vision and impact to police service employees, police services board, community members, and government agencies</li> <li>• Through periodic self-study and/or courses and/or coaching, explores and refines own capacity for complex thinking and self-regulation in the face of adaptive challenges and transformational opportunities</li> <li>• Through periodic self-study and/or courses, maintains knowledge of best practices related to overseeing organizational change management initiatives led by direct reports</li> <li>• Advocates for the necessary resources for the change initiative with relevant parties</li> <li>• Reinforces the change and innovation agenda through one’s own actions, behaviours and attitudes</li> </ul>
<p><b>COMMUNITY ENGAGEMENT AND PUBLIC RELATIONS</b></p> <p>Fosters a positive public institutional image based on the development of authentic and trusting relationships with communities served by the organization</p>	<p><b>Establishes and leads the direction of the organization’s relationship with the community including the media (Level 5)</b></p> <ul style="list-style-type: none"> <li>• Uses effective communications and communications systems to model authentic and open engagement with internal and external communities</li> <li>• Aligns the organizational and community engagement strategies and values with priorities related to organizational and community safety and wellbeing</li> <li>• Represents the organization to the public as an engaged part of the community and as a reflection of community values that fully respect the diverse and complex make up of the community with a focus on Indigenous and newcomer communities</li> <li>• Identifies and models core expectations for employees related to the importance of community engagement and relationship development</li> <li>• Fosters and supports effective and appropriate use of social media by employees to engage and develop relationships with the community</li> <li>• Provides strategic direction to crisis management and communications professionals in support of enterprise risk management, organizational values and public trust and accountabilities</li> </ul>
<p><b>JUDGMENT AND DECISION MAKING</b></p> <p>Makes decisions involving varied levels of risk and ambiguity, supported by self-awareness and self-regulation and, where appropriate, through collaboration with internal and external stakeholders.</p>	<p><b>Makes appropriate decisions in the face of ambiguity, involving collaborative input processes, while managing risks and fostering innovative and adaptive capacity (Level 5)</b></p> <ul style="list-style-type: none"> <li>• Makes consequential decisions, based on principles of effective leadership, organizational and community values, and sound business sense and operational knowledge</li> <li>• Engages appropriate range of internal and external stakeholders, as appropriate and feasible, to solicit collaborative input and to invite joint planning and problem-solving that can be communicated to the community</li> <li>• Communicates decisions effectively to support appropriate transparency and to foster trust and credibility in an environment of public scrutiny</li> <li>• Uses self-awareness and self-regulation in the midst of challenging situations and interactions with internal and external stakeholders</li> </ul>



	<ul style="list-style-type: none"> <li>• Makes decisions in a dynamic environment in which the weight given to any factor can change rapidly</li> <li>• Envisions and considers unintended impacts of decision, including consequences considered undesirable from the standpoint of various stakeholders</li> <li>• Participates collaboratively in joint planning and decision making activities with other municipal executives as part of a senior structure accountable for municipal finances</li> </ul>
<p><b>UPHOLDING ETHICAL ACCOUNTABILITY</b> Takes responsibility for one’s own actions and makes decisions that embody organizational and community values and policing standards</p>	<p><b>Sets, promotes and embodies values and standards for ethical and accountable policing (Level 5)</b></p> <ul style="list-style-type: none"> <li>• Communicates and models the organization’s values and expectations regarding ethical conduct</li> <li>• Takes steps to promote and ensure the integrity and transparency of organizational practices in relation to ethical standards</li> <li>• Promotes a culture of accountability, fairness and trust within the organization</li> <li>• Explains the ethical bases for decision making to foster shared understanding, collective capacity and public trust</li> </ul>
<p><b>FINANCIAL OVERSIGHT AND PLANNING</b> Applies financial management knowledge to effectively oversee and secure organizational resources (operating, capital, and people) to ensure appropriate accountabilities and organizational capacities</p>	<p><b>Provides direction to the organizational financial management strategy to ensure appropriate accountability (Level 5)</b></p> <ul style="list-style-type: none"> <li>• Identifies and communicates the broader context which impacts policing as a public service – on local, provincial, federal and/or global level as relevant to financial planning</li> <li>• Collaborates with the Chief Financial Officer, and monitors enterprise risk management in relation to organizational accountabilities</li> <li>• Provides final approval of the prioritization of fiscal strategies developed by direct report(s) and reports to the Board</li> <li>• Negotiates and advocates with jurisdictional bodies to address fiscal needs of police service in light of broader community context</li> <li>• Presents and explains budget to the Board in support of fiscal requirements and to foster public trust</li> </ul> <p><b>Develops a financial strategy in the area of responsibility (Additional technical competencies at Level 4-5 – small to medium sized organizations)</b></p> <ul style="list-style-type: none"> <li>• Works with management team to create annual budget and capital plan for Board review</li> <li>• Identifies potential sources of funding for the organization</li> <li>• Educates jurisdictional authorities about the nature of police business and its implications for financial planning and management</li> <li>• Ensures the alignment of financial goals to business plan</li> <li>• Consolidates data from each unit in area of responsibility</li> <li>• Educates management team on goals of budget process, including the description of needs and identification of performance indicators, the use of planning tools for business unit managers; and the management of risks and opportunities as they arise</li> </ul>





**FOSTERING RELATIONSHIPS**

Seeks and develops authentic, trusting, relationships with internal and external stakeholders, in keeping with organization’s values, and to meet their needs and further the organization’s objectives. Uses an understanding of stakeholder needs, desires and critical success factors to influence priorities, initiatives and objectives and teaches others to do the same

**Sets strategic direction for partnering (Level 5)**

- Establishes and sustains a trauma informed culture that enables and recognizes effective stakeholder engagement and relationship development in the service of organizational safety and wellbeing and community safety and wellbeing
- Identifies and supports creative approaches to developing partnerships and alliances across a diversity of stakeholders and groups
- Demonstrate, through one’s own actions, an understanding that relationship development is a core element of transformational leadership, organizational wellbeing, community engagement, multi-sector collaboration, effective communications, and public trust and accountability
- Advocates with key jurisdictional partners and bodies to support the achievement of organizational strategic objectives

**TALENT MANAGEMENT AND DEVELOPMENT**

Oversees talent management (human resources) leadership to support and ensure accountability for talent acquisition, management and development aligned to organizational values and policies, strategic objectives, legislative requirements and enterprise risk management

**Provides direction to talent management strategies and processes to ensure appropriate accountability to needs and expectations (Level 5 – medium to large sized organizations)**

- Provides strategic direction to, and engages in collaborative discussions with, direct report(s) concerning priorities involving recruitment, selection, development and promotion of talent
- Engages direct report(s) to ensure that talent management and development processes are accountable to organizational needs and expectations related to operational capacity, legislative requirements and public trust
- Provides direction to develop a human resource strategy that considers the well being of all members and that is executed by HR professionals. This includes a succession management plan, that is communicated to the Board in relation to priorities, as appropriate to the position(s)
- Makes final decisions about appointments and terminations where relevant, and in light of organizational processes and enterprise risk management considerations

**Directs the development of human resources processes (Additional technical competencies at Level 4 – small to medium sized organizations)**

- Anticipates and plans for future human resource requirements based on the long-term vision and strategic direction
- Identifies new ways in which human resource management can support the achievement of long-term organizational objectives
- Identifies objectives for human resource management for organization

**INFORMATION COMMUNICATIONS TECHNOLOGY ACCOUNTABILITY AND CAPACITY**

Oversees information communications technology

**Ensures organizational technical capacity to achieve public safety objectives (Level 5)**

- Provides strategic oversight to, and engages in collaborative discussions with, direct report(s) (Chief Technology Officer, Chief Information Security Officer, Chief Privacy Officer/Legal Counsel) concerning the role of ICT as an element of operational effectiveness and enterprise risk management



**We ask those individuals with an interest in further exploring this exciting opportunity to contact:**

Lillian Wong, Director, Executive Search Services  
Lillian.Wong@mnp.ca



<p>leadership and information security leadership to ensure the appropriate and innovative use of ICT to enable the strategic and operational information and security needs of the organization</p>	<p><b>Identifies technology requirements (Additional technical competencies at Level 4 – small to medium sized organizations)</b></p> <ul style="list-style-type: none"> <li>• Reviews with direct report(s):                             <ul style="list-style-type: none"> <li>○ the performance of technology in the organization to determine if it meets public safety and organizational needs as well as legal guidelines</li> <li>○ areas of work where technology could improve efficiency</li> </ul> </li> <li>• Leverages in-house or external expertise and consults with stakeholders (e.g., employees, the Board) to define technology requirements and opportunities for the organization</li> </ul>
<p><b>EFFECTIVE COMMUNICATION</b> Utilizes communication strategies to engage and lead others, to foster relationships, and to collaborate in achieving common goals in support of safe, healthy organizations and communities</p>	<p><b>Communicates effectively across a range of situations and with a diversity of stakeholders (Level 5)</b></p> <ul style="list-style-type: none"> <li>• Demonstrates the use of inquiry and listening techniques to learn about and understand the underlying needs, interests, issues and motivations of others (both internal and external stakeholders)</li> <li>• Interprets complex and possibly contradictory or competing signals/messages and effectively communicates understanding to others to ensure clarity</li> <li>• Develops and uses varied communication techniques and opportunities to promote dialogue, shared understanding and consensus and to facilitate the development of relationships, the resolution of conflicts and the adoption of change agendas</li> </ul>
<p><b>ORGANIZATIONAL AND ENVIRONMENTAL AWARENESS</b> Cultivates and uses awareness of internal organizational dynamics and external environmental factors to support organizational wellbeing and effective participation in collaborative community safety and wellbeing processes.</p>	<p><b>Operates effectively across a broad spectrum of political, cultural and social milieus (Level 5)</b></p> <ul style="list-style-type: none"> <li>• Demonstrates broad understanding of social, economic, political and technological contexts that can impact policing work and communicates this to the Board</li> <li>• Understands and anticipates the potential trends within the local political environment and service system, and the impacts these might have on policing work, including community collaboration</li> <li>• Demonstrates acuity for the social, political and operational dynamics within the organization in order to detect and monitor organizational opportunities, progress and risks against enterprise objectives and values, and to promote organizational safety and wellbeing</li> </ul>
<p><b>ACCOUNTABILITY AND TRUST</b> Works effectively within governance structures and associated policing frameworks. Adheres to values of public service, trust and accountability. Understands and uses appropriate processes and best practices while collaborating with community partners to</p>	<p><b>Models and promotes a culture of accountability and trust (Level 5)</b></p> <ul style="list-style-type: none"> <li>• Develops effective working relationships with external stakeholders to which a police service is accountable</li> <li>• Models behaviour that reinforces openness, fairness and transparency in decision making</li> <li>• Consults with appropriate sources of expertise and strategic oversight, and with relevant stakeholders to ensure effectiveness of high profile and consequential decisions</li> <li>• Obtains approval of the organization’s strategic plan from the Board</li> <li>• Effectively maintains independence of the police service from political roles and relationships to ensure transparency and to alleviate concerns of political interference while respecting the impact of political concerns and aligning Board</li> </ul>



<p>support community safety and wellbeing</p>	<p>and WPS objectives with political priorities that represent community needs, values and expectations</p> <ul style="list-style-type: none"> <li>Promotes and ensures values-based commitment to organizational justice and community accountability in the context of collaboration, operational practices, communications and governance.</li> </ul>
<p><b>COMMUNITY SAFETY AND WELLBEING</b> Promotes a culture of engagement and collaboration with community members, community organizations, and other partners, to identify and address risk factors and opportunities related to community safety and wellbeing (CSWB)</p>	<p><b>Promotes vision and expectations for collaborative community safety and wellbeing (Level 5)</b></p> <ul style="list-style-type: none"> <li>Models and fosters an approach to community safety and wellbeing anchored to learning and collaboration with a range of stakeholders and partners to achieve community safety and wellbeing outcomes</li> <li>Promotes within the organization an understanding of the dynamic nature of contemporary policing as involving more than traditional enforcement focused activities</li> <li>Recognizes the value of the contributions that all employees and organizational roles make to the achievement of community safety outcomes</li> <li>Promotes, supports and recognizes the value of integrative and collaborative approaches to complex community safety issues</li> <li>Maintains and shares understanding of local, trans-jurisdictional and trans-national issues and patterns of activities and how they impact community safety locally</li> <li>Engages key stakeholders about CSWB and its outcomes to gain their support</li> </ul>
<p><b>STRATEGIC THINKING AND FLEXIBILITY</b> Cultivates a flexible learning mindset that enables strategic thinking in support of innovation, organizational agility, adaptive capacity and an appropriate balance of risk tolerance and risk management across the organization.</p>	<p><b>Encourages strategic thinking and flexibility (Level 5)</b></p> <ul style="list-style-type: none"> <li>Cultivates strategic thinking and a flexible learning mindset for oneself that sets the tone for the organization in terms of innovation and creative solutions</li> <li>Promotes a culture of learning and coaches and supports strategic thinking, innovation and flexibility among direct reports</li> <li>Promotes, supports and recognizes strategic thinking, innovation and flexibility across the organization</li> </ul>

## COMPENSATION

The Chief of Police position offers a competitive salary range of \$214,829.032 to \$313,643.880, complemented by a comprehensive benefits and pension package.

We ask those individuals with an interest in further exploring this exciting opportunity to contact:

**LILLIAN WONG, Director, Executive Search and Recruitment, MNP LLP**

Email: [lillian.wong@mnp.ca](mailto:lillian.wong@mnp.ca)

Applicant Deadline: Friday, September 6, 2024



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Lillian Wong, Director, Executive Search Services  
[Lillian.Wong@mnp.ca](mailto:Lillian.Wong@mnp.ca)



## ABOUT WINNIPEG

***Winnipeg is located in Treaty One Territory, the home and traditional lands of the Anishinaabe (Ojibwe), Ininew (Cree), and Dakota peoples, and in the National Homeland of the Red River Métis. Our drinking water comes from Shoal Lake 40 First Nation, in Treaty Three Territory.***

Winnipeg is the vibrant capital city of Manitoba and lies at the geographic heart of North America. "The Peg" is located in the fertile Red River Valley at the junction of the Red and Assiniboine Rivers. The city is named after the nearby Lake Winnipeg and comes from the Western Cree words for "muddy water" - "winipihk". The region is the traditional territory of the Anishinabe (Ojibway), Ininew (Cree), Oji-Cree, Dene, and Dakota, and is the birthplace of the Métis Nation. Within the Indigenous population, 44.3% were First Nations people, 52.7% were Métis, and 0.5% were Inuit. Notably, 83.3% of the First Nations population had Registered or Treaty Indian status, as defined under the Indian Act. Further, Winnipeg boasts the largest urban Indigenous population in Canada including three urban reserves:



Here are some of the significant Indigenous capital projects that are currently under way:

- Wehwehneh Bahgahkinahgoohn, formerly known as the Hudson's Bay Building: This historic building is being transformed into a mixed-use development under the leadership of the Southern Chiefs' Organization (SCO). The redevelopment plans include affordable housing, cultural spaces, commercial and office spaces, and community services.
- The Winnipeg Art Gallery's Qaumajuq (Inuit Art Centre): This is a major cultural project housing the world's largest public collection of contemporary Inuit art. It opened in 2021, but ongoing expansions and additions continue to enhance its significance;
- Peguis First Nation Mixed-Use Development: This project involves transforming an area in Winnipeg into a mixed-use development that includes residential, commercial, and recreational spaces. It is part of Peguis First Nation's efforts to create economic opportunities and enhance community well-being;
- Treaty One Development Corporation Projects: This includes several projects aimed at developing the Kapyong Barracks site, which will feature residential, commercial, and community spaces. This is a collaboration between several First Nations, including the Peguis First Nation and Long Plain First Nation, and is one of the largest urban reserves in Canada.
- The Manitoba Metis National Heritage Centre: This cultural institution is dedicated to preserving and promoting the history, culture, and contributions of the Métis Nation. Some key aspects of the Centre are cultural preservation and education, exhibits and collections, community engagement, research and archives.

This multicultural blend contributes to Winnipeg's vibrant and inclusive atmosphere!

As of 2023, Winnipeg, the capital city of Manitoba, has a population of over 834,000 people and is steadily growing. It is the sixth largest city in Canada and the largest city in the province. Statistics Canada predicts that the population will approach 1 million by 2030. The median age of the population is 39 years old, and the average age is 40.



One of the most economically and culturally diverse cities in Canada, Winnipeg is well known for its cultural achievement, flourishing arts scene, and welcoming spirit. We are a quirky, four-season city with something for everyone. Our location in the center of the continent makes for bright and sunny weather (sometimes windy too!), while the city is surrounded by prairie, forests, and hundreds of lakes – including Lake Winnipeg, the world’s 11th-largest freshwater lake. We have so many tree-canopied neighbourhoods for you to call home, and a never-ending list of activities for you to enjoy. No matter what your interests are, Winnipeg’s lifestyle is here for you.

A “City of Sunshine” we have the highest average number of sunlight hours in Canada with an average summer temperature of 25.4°C and an average winter temperature of -12.9°C.

Affordability and frugality are core components of the Winnipeg advantage. Our competitive tax rates, low utility costs, and affordable housing means that Winnipeggers enjoy more disposable income, compared to other major cities across Canada. In fact, Winnipeg was ranked as the most cost-competitive city compared to the U.S. and Western Canada by KPMG, as recently as 2016.

Well known as a transportation hub and the “Gateway to the West”, key industries in Winnipeg include aerospace, agribusiness, finance and insurance, health and biotechnology, information and communications, electric power and apparel and furniture manufacturing. Major employers include James Richardson and Sons, Investors Group, MTS Allstream, Canada Life, Palliser Furniture, Motor Coach Industries, New Flyer, Boeing, Standard Aero, Pollard Banknote and Bristol Aerospace.

Our city is in the midst of expansive growth and development that is cementing our reputation as a community with growth opportunities in every industry and sector. Here we highlight but a few of the exciting initiatives.

### **Oodena Celebration Circle**

Find a spot on the grass of this natural shallow amphitheatre, which is also a popular gathering place for traditional tribal drumming, dancing, singing, and storytelling. Discover the circle’s sculptures, sundial, interpretive signage, and ceremonial fire pit which pays homage to the 6,000 years of Indigenous peoples in the area. When the sky is dark and the stars are out, stand at the base of the circle and look through the holes in the metal arms which, depending on the time of year, aligns with constellations such as the Big Dipper and Orion.



### **Louis Riel gravesite and Riel House National Historic Site**

In the heart of Winnipeg’s French Quarter is the gravesite of Métis leader Louis Riel, the founder of Manitoba. Visit his final resting place at Saint-Boniface Cathedral Cemetery, Western Canada’s oldest Catholic cemetery. From there, head to Riel House, the site where the Métis leader’s body lay in state after being hung for treason in 1885. Here, interpreters explain what life was like for the Métis during and after the Red River Rebellion that Riel led.

### **Manitoba Museum**

The Manitoba Museum’s Indigenous Advisory Circle features members, academics and artists from the Dakota, Denesouline and Anishinaabekwe First Nations, along with Inuit elders and members of the Métis Nation. This Circle has been instrumental in bringing the Museum’s exhibits into the 21st Century, guiding aspects like Treaty Interpretation, Truth and Reconciliation and the handling and display of important artifacts. To learn more of the area’s Indigenous history, you’ll find content in nearly every gallery, while notable exhibits include, We Are All Treaty People, the newly expanded and re-designed Prairies Gallery





(which confronts Residential Schools and historic injustices on the land) and the iconic Welcome Gallery, which features a life-sized diorama of a Métis bison hunt

**Manito Ahbee Festival**

“Ignite your spirit” at this four-day celebration of Indigenous culture at Red River Exhibition Park. Witness (or join!) more than 800 dancers who compete in the Manito Ahbee Pow Wow. Tap your toes as the fiddle plays for the Red River Jig and square dance exhibitions (you won’t believe how fast these feet fly!). Shop from makers from across Turtle Island at the Indigenous Marketplace and cap the experience off with the high-energy



**CentrePort Canada**

The development of an inland port which will be a hub of transportation activity that brings together road, rail and air cargo to a central location for re-distribution with the intent of facilitating international trade and distribution and creating value-added services as goods move through the supply chain. Winnipeg’s proximity to the geographic centre of North America and 20,000 acres of land around the airport will be capitalized on to expand Winnipeg’s position as one of North America’s most important trading centres.

**Assiniboine Park & Zoo**

Winnipeg’s premier green space is already visited by millions of people annually and already boasts the Leo Mol Sculpture Garden, the Assiniboine Park Zoo, and the Lyric Theater at which free concerts play throughout the summer season. With the establishment of the Assiniboine Park Conservancy, a private not-for-profit corporation dedicated to improving its infrastructure and services, the park and zoo have expanded to a world-class floral, zoological, artistic, and activity-based attraction to deliver internationally renowned entertainment and recreation options. The Journey to Churchill exhibit has been recognized as the most comprehensive northern species exhibit of its kind. Recently opened to the public, The Leaf is a spectacular indoor horticultural attraction that showcases four distinct biomes; the Hartley and Heather Richardson Tropical Biome, Mediterranean Biome, Babs Asper Display House, and the Shirley Richardson Butterfly Garden. The outdoor Gardens at The Leaf offers six diverse gardens spread through 30 acres of greenspace. The Indigenous Peoples Garden is a gathering place that celebrates Indigenous cultures and their deep philosophical understanding and respect for nature.





### **The Canadian Museum for Human Rights**

Located in the heart of downtown Winnipeg, the Canadian Museum for Human Rights, Canada's first federal museum located outside Ottawa, is housed in an iconic building and will be a national and international destination and a centre of learning where Canadians and people from around the world can engage in discussion and commit to taking action against hate and oppression. Opened in 2014, it enhances the public understanding of human rights, promotes respect for others, and further cements Canada's reputation for championing human rights issues from right here in Winnipeg.



### **SHED**

CentreVenture Development Corporation's proposed Sport, Hospitality and Entertainment District (SHED) development plan for downtown Winnipeg includes an outdoor public square, two new mixed commercial developments, and additional parking facilities in addition to plans for expanded retail development and expansion of Winnipeg's sheltered skywalk system.

### **True North Square**

An iconic mixed-use development in the heart of Winnipeg's burgeoning downtown. True North Square is more than a collection of buildings – it is a living entity ready to accommodate a dynamic Winnipeg community, drawing in and capitalizing on the synergies between working, living, socializing, and gathering all in one central location. When complete, True North Square will feature four towers spanning over one million square feet of Class A office, residential, retail, hotel and public space.

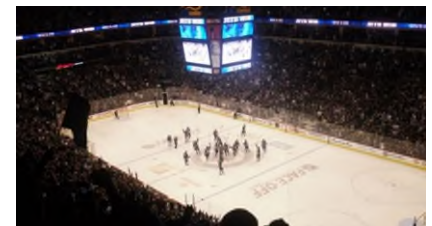


### **Investors Group Field**

Home of the Winnipeg Blue Bombers and the Manitoba Bisons, Investors Group Field is a world-class athletic and recreation venue constructed near the University of Manitoba. The facility includes a new stadium with over 33,000 seats and 40 private suites with additional hospitality areas and a new fitness centre.

### **Winnipeg Jets**

Adding to the excitement of two professional sports teams, the Winnipeg Blue Bombers and the Winnipeg Goldeyes, True North Sports and Entertainment brought us back our beloved Winnipeg Jets in the 2011/12 season.



### **Canada Life Centre**

Home of the Winnipeg Jets is Canada Life Centre, an indoor sports arena and entertainment venue in downtown Winnipeg. This facility can host a variety of premier sports, music and entertainment events and is designed to ensure the ultimate fan experience.

### **James Richardson International Airport**

The \$585 million transformation of Winnipeg's airport including the construction of a new terminal, access road, parkade and an additional hotel means Winnipeg's ever-increasing passenger and cargo traffic levels will continue to be managed safely and efficiently. With expanded retail services reflective of Winnipeg, the ability to accommodate more and larger international



flights, the opening of a new bus terminal, and the relocation of the Canada Post plant nearby, Winnipeg's airport is literally positioned to become one of the busiest in Canada.

With over 935 parks, 24 golf courses, 50 indoor arenas and curling rinks, 40 galleries, 50 theatres and performance venues, and 20 libraries we believe in community, recreation and fun. Some of the top attractions in Winnipeg include:

**The Assiniboine River Walk**

A lighted pathway that lies on the north shore of the Assiniboine River from the Forks to the Legislative Grounds.

**The Manitoba Centennial Centre**

Home to Canada's Royal Winnipeg Ballet, the Winnipeg Opera Company and the Winnipeg Symphony Orchestra, located in downtown Winnipeg includes the Concert Hall and Planetarium and the Manitoba Museum.

**Rainbow Stage**

Located at Kildonan Park offers fun, superb, award-winning performances of popular Broadway hits in a covered outdoor setting.

**The Manitoba Theatre Centre**

Canada's first English-speaking regional theater and a model for regional theatres throughout North America; presents over 250 performances annually for more than 150,000 theatre lovers.

**Fort Whyte Centre for Environmental Education**

Fort Whyte is a wild oasis offering forests; self-guided trails, an interpretive centre and a freshwater aquarium.

We enjoy numerous unique festivals in our community including the Red River Exhibition with Manitoba's largest midway and a wide variety of family entertainment. Folklorama is the largest running multicultural event in the world of its kind, held throughout the city for two consecutive weeks during the summer months. The Winnipeg Fringe Theatre Festival is the second-largest fringe festival in North America. The annual Winnipeg Folk Festival is internationally renowned, 40 years old and running strong. The Festival du Voyageur is one of North America's longest-running winter festivals. These along with numerous others including the Winnipeg International Children's Festival, and the Winnipeg Jazz Festival, which hosts some of the finest Jazz Musicians from around the world and converges at the Winnipeg Art Gallery (Canada's oldest public Art Gallery,) help ensure that our unique contemporary culture grows and thrives.



There is no shortage of entertainment options and we have a sophisticated and open cultural scene. Canada's crossroads are easy to get to by land, rail or air; but difficult to leave.

For more information on Winnipeg please visit <https://www.travelmanitoba.com>, [www.winnipeg.ca](http://www.winnipeg.ca), [www.economicdevelopmentwinnipeg.com](http://www.economicdevelopmentwinnipeg.com), [www.winnipeginlandport.ca](http://www.winnipeginlandport.ca), and [www.centreventre.com](http://www.centreventre.com).