



POSITION PROFILE CHIEF OF POLICE

Reports To: Dakota Ojibway Tribal Council Police Commission
Organization: Manitoba First Nations Police Service
Date: April 2025

MANITOBA FIRST NATIONS POLICE SERVICE

“To serve and protect our communities and neighbours, while upholding the highest standards of professionalism, and honouring our customs and traditions.”

The members of the Manitoba First Nations Police Service (MFNPS) proudly serve First Nation communities throughout Manitoba. In doing this, they are guided by the understanding that First Nations communities are unique, and their needs vary from community to community.

They believe that policing is more than the enforcement of laws. It is also about finding creative ways to deal with the many challenges facing their communities. As a result, their approach to building public safety is rooted in developing meaningful partnerships with stakeholders who share our vision and who represent the community.

In all they do, they maintain a deep respect for First Nations customs and traditions, and have built their processes and policies around these traditions.

As a police service, they are held to a high professional standard and are accountable to the governing Police Commission. The sworn and civilian members have a vested interest in the safety and wellbeing of the 10 First Nation communities currently served by the MFNPS.

The Manitoba First Nations Police Service prides itself on being focused on community engagement and on building strong relationships within the community. It is this focus that makes Manitoba First Nations Police Service the natural choice for First nations communities in Manitoba!

Our goal for each of the communities that we serve:

- We want people to feel physically and psychologically safe
- We seek to empower the voices and the choices of community members
- We collaborate directly with the communities that we serve
- We strive to build respect and trustworthiness, through transparency
- We help to create peer support and self-help options within the community



ABOUT THE CHIEF OF POLICE

The Chief of Police provides strategic direction and leadership to the Manitoba First Nations Police Service (MFNPS) and ensures the seamless delivery of services to the community. The Chief of Police is the highest-ranking officer within the MFNPS, responsible for the overall leadership, strategic direction, and management of the police service. This role ensures the delivery of effective, culturally sensitive, and community-focused policing services to the First Nations communities served by MFNPS. Key responsibilities include providing visionary leadership and strategic direction to the police service, fostering a culture of professionalism, accountability, and community engagement. The Chief of Police promotes and implements community-based policing strategies that respect and integrate the unique cultures, traditions, and values of the First Nations communities. Additionally, the Chief oversees all operational aspects of the police service, including crime prevention, law enforcement, investigations, and emergency response.

KEY LEADERSHIP ACCOUNTABILITIES

Leadership and Employee Development:

- Provide visionary leadership and strategic direction to the police service, fostering a culture of professionalism, accountability, and community engagement.
- Develop and implement long-term strategic plans that align with the goals and values of the First Nations communities.
- Mentor and support senior officers and staff, promoting a positive and inclusive work environment.
- Supports an environment that encourages creative thinking and innovation; stimulates others to learn, and inspires others to perform to their highest potential.
- Manages appropriate succession and training plans and ensures employees are sufficiently developed to perform their duties.
- Influences and inspires others to achieve goals and objectives.
- Endorses employee wellness initiatives to promote physical, mental, and emotional well-being.
- Demonstrates a commitment to the organization by actively participating in committees, programs, and organizational initiatives.

Community Policing:

- Promote and implement community-based policing strategies that respect and integrate the unique cultures, traditions, and values of the First Nations communities.
- Engage with community leaders, elders, and members to build trust and collaboration.



- Develop programs and initiatives that address community-specific issues such as youth engagement, substance abuse prevention, and mental health support.

Operational Oversight:

- Oversee all operational aspects of the police service, including crime prevention, law enforcement, investigations, and emergency response.
- Ensure that all police operations are conducted in a manner that respects the rights and dignity of individuals.
- Implement and monitor performance metrics to ensure the effectiveness and efficiency of police operations.

Policy Development:

- Develop and implement policies and procedures that align with best practices in Indigenous policing and ensure compliance with legal and regulatory requirements.
- Regularly review and update policies to reflect changes in legislation, community needs, and policing standards.
- Ensure that all members of the police service are trained and informed about new policies and procedures.

Stakeholder Engagement:

- Build and maintain strong relationships with community leaders, government agencies, and other stakeholders to enhance collaboration and support for policing initiatives.
- Represent the MFNPS at public events, meetings, and conferences to advocate for the needs and interests of the First Nations communities.
- Collaborate with other law enforcement agencies to share resources, information, and best practices.

Financial Management:

- Manage the police service's budget, ensuring the efficient allocation of resources and fiscal responsibility.
- Identify and pursue funding opportunities to support community policing initiatives and operational needs.
- Ensure transparency and accountability in financial reporting and expenditure.

Training and Development:

- Ensure ongoing training and professional development for all members of the police service to maintain high standards of performance and service delivery.
- Develop and implement training programs that address the specific needs and challenges of policing in First Nations communities.
- Promote a culture of continuous learning and improvement within the police service.



Crisis Management:

- Lead the police service in responding to critical incidents and emergencies, ensuring the safety and security of the communities served.
- Develop and implement emergency response plans and protocols.
- Coordinate with other emergency services and agencies to provide a comprehensive and effective response to crises.

EDUCATION, EXPERIENCE AND COMPETENCY REQUIREMENTS

The ideal candidate for the Chief of Police position at the MFNPS should possess extensive experience in law enforcement, with a minimum of 10 years in a senior leadership role. This experience should include a proven track record of successful community-based policing and engagement with Indigenous communities. The candidate must have a strong understanding of the cultural, social, and legal issues affecting First Nations communities, demonstrating a commitment to culturally sensitive and community-focused policing. Excellent leadership, communication, and interpersonal skills are essential, as the Chief of Police will need to inspire and guide the police service while building strong relationships with community leaders and stakeholders. The candidate should also have the ability to develop and implement strategic plans and policies that align with best practices in Indigenous policing. Financial acumen and experience managing budgets are crucial, as the role involves overseeing the police service's financial resources. Above all, the candidate must uphold the highest standards of integrity, ethics, and professionalism, ensuring that the MFNPS operates with transparency, accountability, and respect for the rights and dignity of all individuals.

Candidates must demonstrate a deep understanding of First Nations cultures, traditions, and values, integrating this knowledge into all aspects of policing. They should embody cultural safety and competency through respectful communication, culturally appropriate conflict resolution, and the inclusion of community values in decision-making processes. Additionally, candidates should be able to apply trauma-informed principles, recognizing the impact of trauma on individuals and communities, and approach policing with empathy and sensitivity. This includes creating safe spaces for community members, offering support services for those affected by trauma, and training officers to recognize and respond to signs of trauma. Continuous training and professional development in cultural safety, competency, and trauma-informed principles are essential, ensuring that all members of the police service are well-equipped to serve First Nations communities effectively and respectfully.

A valid and subsisting Class 4 Province of Manitoba driver's license is a requirement.



Competency Requirements

Integrity, Authenticity and Humility	<ul style="list-style-type: none">▪ Keeps the public interest and greater good of Manitoba First Nations Police Service in mind at all times▪ Makes principle-centered decisions▪ Assumes responsibility, accountability and follows through when making commitments▪ Demonstrates sincerity, honesty, respect, empathy and adherence to standards and values of Manitoba First Nations Police Service▪ Maintains composure and perspective in difficult or volatile situations
Embracing Diversity and Inclusion	<p>Promotes a policing culture that embraces diversity and inclusion</p> <ul style="list-style-type: none">▪ 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▪ 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▪ Fosters an organizational culture of learning and reflection that enables the expression, and consideration of, diverse viewpoints▪ Maintains up-to-date knowledge of key demographic and societal trends and analyses related to community and workplace inclusion▪ 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▪ Periodically reviews relevant calls to action of Truth and Reconciliation Commission of Canada to support strategic and operational alignment with their objectives▪ 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
Leadership, Team Development and Planning	<ul style="list-style-type: none">▪ Leads by example, modeling the desired behaviours, acting with professionalism and integrity, and following through on commitments▪ Motivates, guides, and mentors members▪ Ensures that team activities are aligned with organizational goals/values and helps the team understand how their work relates▪ Provides performance feedback and support, reinforcing strengths, and identifying areas for improvement



	<ul style="list-style-type: none"> ▪ Ensures that all members have equitable access to developmental opportunities ▪ Plans, organizes, and prioritizes tasks pertaining to the area of responsibility to ensure completion within time frame ▪ Ensures the effective and efficient use of resources, whether human, financial, material, or informational ▪ Establishes course of action and keeps team organized ▪ Evaluates processes and results and makes needed adjustments to tasks, time-lines, and/or resource allocation
<p>Leading Change and Transformation</p>	<p>Leads Capacity for Change and Transformation</p> <ul style="list-style-type: none"> ▪ Leads organization through strategic and transformational changes to ensure the capacity of the organization to respond effectively and adapt to new challenges and opportunities. Has broad knowledge and perspectives, adopting a long-term view of organizational strengths, weaknesses, opportunities and risks in a changing operational environment ▪ 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 ▪ Through periodic self-study and/or courses, maintains knowledge of best practices related to overseeing organizational change management initiatives led by direct reports ▪ Creates an environment within the executive team that encourages self-and group-awareness, critical reflection, learning, innovation and continuous improvement ▪ Coaches direct reports to support the development of their capacity to lead change and transformation within their areas of responsibility ▪ Formulates a clear and compelling vision for change and its implications for the organization ▪ Communicates strategic change vision and impact to police service employees, police services board, community members, and government agencies ▪ Advocates for the necessary resources for the change initiative with relevant parties ▪ Reinforces the change agenda through one's own actions, behaviours and attitudes
<p>Community Engagement and Public Relations</p>	<p>Establishes and leads the direction of the organization's relationship with the community including the media</p> <ul style="list-style-type: none"> ▪ Fosters a positive public image based on the development of authentic and trusting relationships with communities served by the organization ▪ Uses effective communications to model authentic and open engagement with internal and external communities



	<ul style="list-style-type: none"> ▪ Aligns the organizational and community engagement strategies and values with priorities related to organizational and community safety and wellbeing ▪ Represents the organization to the public as an engaged part of the community and as a reflection of community values and Canadian values ▪ Identifies and models core expectations for employees related to the importance of community engagement and relationship development ▪ Fosters and supports effective and appropriate use of social media by employees to engage and develop relationships with the community ▪ Provides strategic direction to crisis management and communications professionals in support of enterprise risk management, organizational values and public trust and accountabilities
<p>Upholding Ethical Accountability and Excellence</p>	<p>Sets, promotes and embodies values and standards for ethical and accountable policing</p> <ul style="list-style-type: none"> ▪ Takes responsibility for one’s own actions and makes decisions that embody organizational and community values and policing standards ▪ Takes steps to promote and ensure the integrity and transparency of organizational practices in relation to ethical standards ▪ Promotes a culture of accountability, fairness and trust within the organization ▪ Explains the ethical bases for decision making to foster shared understanding, collective capacity and public trust ▪ Aligns behaviours to organizational values (trust, integrity, leadership, inclusivity, collaborations) ▪ Addresses others whose behaviours are contrary to MFNPS values ▪ Demonstrates required level of job-related skill ▪ Focuses efforts on achieving standards of excellence through continuous improvement and ongoing development ▪ Complies with all relevant codes of conduct, policies and procedures ▪ Exercises self control, adaptability and flexibility in stressful or difficult situations ▪ Accepts responsibility for own actions regardless of consequences
<p>Accountability and Trust</p>	<p>Models and promotes a culture of accountability and trust</p> <ul style="list-style-type: none"> ▪ 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 support community safety and wellbeing



	<ul style="list-style-type: none"> ▪ Develops effective working relationships with the external stakeholders to which a police service is accountable ▪ Models behaviour that reinforces openness, fairness and transparency in decision making ▪ Consults with appropriate sources of expertise and strategic oversight, and with relevant stakeholders to ensure effectiveness of high profile and consequential decisions ▪ Obtains approval of the organization’s strategic plan from the police board, commission, minister ▪ Effectively maintains independence of the police service from political roles and relationships to ensure transparency and to alleviate concerns of political interference ▪ Promotes and ensures values-based commitment to organizational justice and community accountability in the context of collaboration, operational practices, communications and governance.
<p>Strategic Thinking and Flexibility</p>	<p>Encourages strategic thinking and flexibility</p> <ul style="list-style-type: none"> ▪ 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 ▪ Cultivates strategic thinking and a flexible learning mindset for oneself ▪ Promotes a culture of learning and coaches and supports strategic thinking, innovation and flexibility among direct reports ▪ Promotes, supports and recognizes strategic thinking, innovation and flexibility across the organization
<p>Judgment And Decision Making</p>	<p>Makes appropriate decisions in the face of ambiguity, involving collaborative input processes, while managing risks and fostering innovative and adaptive capacity</p> <ul style="list-style-type: none"> ▪ Applies established guidelines and procedures to make informed decisions ▪ Seeks guidance as needed when the situation is unclear and involves the right people in the decision making process ▪ Considers consequences of decisions including the impact on others and the MFNPS ▪ Reaches decisions that are consistent with established procedures and MFNPS values ▪ Assesses effectiveness of decisions and responds accordingly
<p>Interaction and Influence</p>	<ul style="list-style-type: none"> ▪ Promotes team goals, shares the workload, and assists others ▪ Gives credit and acknowledges contributions and efforts of peers



	<ul style="list-style-type: none">▪ Treats others fairly, ethically, and with value — communicating openly and building trust▪ Effective written and verbal communication skills – clear, concise and suited to others’ level of understanding▪ Demonstrates cooperation, collaboration, and consensus-building when working with others within or outside the MFNPS▪ Is able to accept and take action on constructive criticism▪ Effectively communicates using strategies to achieve common goals, influence, and gain support of others
Social & Cultural Competency	<ul style="list-style-type: none">▪ Demonstrate a professional, empathetic, and objective demeanour▪ Able to effectively interact, work and develop meaningful relationships with people of various ethnical, cultural, and social backgrounds▪ Recognize and respect diversity through communication and actions in all contexts▪ Show respect and openness towards someone whose ethical, cultural, and social background is different from one’s own▪ Able to recognize and manage one’s own behaviours, moods, and impulses to create an inclusive, equitable and welcoming environment within the MFNPS▪ Demonstrate commitment to learning and applying the Seven Sacred Teachings to their work

If you are an energetic and community-minded leader, please submit your resume to:

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