



## **OWEN SOUND POLICE SERVICE**

### **Career Opportunity**

### **Inspector, Permanent, Full-Time**

The Owen Sound Police Service is searching for an inspiring, results-focused leader to help manage and develop the Service. The team is a close-knit, high performing group that has exceptional relationships with the people who live and work here. This is an exciting opportunity for a leader to come in and help shape the Service as it evolves to meet the needs of a changing community.

The Owen Sound Police Service serves the city of Owen Sound, which has a population of 22,000 residents, a number that doubles during the day as people commute in for work and that number grows significantly during the summer as tourists visit the area. Located on the southern shore of Georgian Bay, at the foot of the Bruce Peninsula, it is the largest community in Grey County and is located in an area famous for its exceptional geography and opportunities for recreation.

The Service is growing and has four platoons of uniformed officers, specialty units including Criminal Investigations, Forensics, Community Oriented Response, Mobile Mental Health and Addiction Response, Community Services, Court Services, the Communications Centre and Records department. The state-of-the-art Communications Centre serves a population of over 370,000 people across 28 municipalities, 2 First Nations Communities and 48 locations. Our IT department is responsible for systems covering approximately 500,000 residents in 9 counties across the province.

#### **PURPOSE OF POSITION**

1. Provide leadership, direction, coordination, implementation, monitoring and evaluation for all functions within the Operations Plan.
2. Develop short and long-term plans as well as operational strategies to meet organizational needs.
3. Manage human, financial and material resources to ensure the efficient and effective delivery of Police Services consistent with the mandate for the Service.
4. Encourage and support members developing crime prevention strategies.
5. Provide personal and team development opportunities while creating an environment which supports the mission, vision and values of the Service.

## **RESPONSIBILITIES**

1. Perform all duties as detailed in Section 82 of the *Community Safety and Policing Act, 2019 (CPSA)* and operate within the regulations, policies, and procedures established by the Police Services Act, the Owen Sound Police Service Board, Owen Sound Police Service and the Chief of Police.
2. Work in concert with the Senior Leadership Team and Chief of Police in the overall supervision of all staff, sworn and civilian, of the Owen Sound Police Service.
3. Supervision of Police Service units including: Uniform Patrol, Court Services, Forensic Identification, Criminal Investigations, Records Management, Drug Enforcement, Intelligence, Communications, Information Technology, Crime Analysis, Property/Evidence.
4. Responsible for coordinating and reporting progress within uniform and civilian members on Police Service and Business Plan goals and objectives.
5. Conduct on-going evaluations of the performance of staff and maintain performance files and complete performance appraisals.
6. Responsible for Duty Officer, call out rotation, serve as S.I.U. Liaison Officer as assigned and liaise with the Law Enforcement Complaints Agency.
7. Regularly meet with Platoon Sergeants.
8. Keep the Chief informed on major or unusual occurrences in their area of responsibility.
9. Monitor expenditures ensuring they are in accordance with annual budget appropriations for their areas of command; identify current or projected major variances and report the reasons for major variances and corrective actions taken to the Chief of Police.
10. Ensure effective and efficient deployment and monitoring of all resources under their command.
11. Monitor, mentor and coach all employees in units reporting to this position.
12. Ensure Platoon Sergeants complete all tasks as per legislated timelines (use of force reports, suspect apprehension pursuit reports, etc.)
13. Receive, review, submit reports on major cases, property auctions, drug disposal, evidence/property audits, etc. as required.
14. Other duties as assigned.

## **MINIMUM QUALIFICATIONS**

- ◆ This posting is open to current or recently retired members currently holding the rank of Staff Sergeant or higher or members who meet the eligibility requirements for promotion to Inspector within their respective service.
- ◆ Senior Police Leadership course or equivalent.
- ◆ Supervisor Course (CPC or OPC)
- ◆ Must complete and pass Use of Force training.

## KNOWLEDGE AND SKILLS

- ◆ Excellent Communication including: Verbal skills (interviewing, mediation, presentation and negotiating), Written skills, and Listening and Comprehension skills
- ◆ Superior interpersonal skills, with ability to interact diplomatically, tactfully and to maintain confidentiality.
- ◆ Ability to exercise sound judgment in problem solving, providing direction and making decisions.
- ◆ Critical thinking and analytical thinking ability.
- ◆ Conflict resolution skills.
- ◆ Well-developed time management, planning, organizational and prioritization skills in order to meet deadlines and work effectively in a fast-paced environment.
- ◆ Ability to work effectively as a member of a team and to demonstrate team - building skills.
- ◆ Leadership skills including competency building, coaching and mentoring systems.
- ◆ Management skills for supervision, training, and completion of performance evaluations.
- ◆ Knowledge of and experience with human resource management, strategic planning, financial management, organizational behavior, crisis management, health and safety legislation and practices, and media relations.
- ◆ Knowledge of the *Community Safety and Policing Act, 2019* and Regulations, Criminal Code, Federal Statutes, Provincial Statutes, and Municipal By-laws, and Court Systems

***DEADLINE FOR APPLICATION: April 11, 2025 at 4pm***

***All applications, including cover letter and resume are to be submitted by email to [hr@owensoundpolice.com](mailto:hr@owensoundpolice.com) with the title Inspector in the subject line. This job is being posted both internally and externally.***

*Personal information submitted will be used only for the purposes of this competition in accordance with the Freedom of Information and Privacy Act. The Owen Sound Police Service invites and encourages applications from all qualified individuals, including from groups that are traditionally under-represented in employment who may contribute to further diversification of our Service.*

*In accordance with the Ontario Human Rights Code (OHRC) should you require an accommodation at any time during the recruitment and selection process we encourage you to notify Human Resources.*