



Chief Constable

SURREY POLICE SERVICE

Surrey, BC

Reporting to the Surrey Police Board, the Chief Constable will lead the organization through the completion of the transition while establishing SPS as a trusted, high-performing and innovative municipal police service. The Chief will provide strategic and operational leadership, strengthen organizational capacity and culture, champion community-based policing, and build confidence through meaningful engagement, transparency and accountability. Success will require the ability to balance operational excellence and public safety with transformation, innovation, employee development and strong partnerships across government, policing, justice and the broader community.

The successful candidate will be a respected senior police executive with broad operational experience and a demonstrated record of leading complex organizations through change. They will bring exceptional strategic judgment, political acuity and relationship-building skills, together with a genuine commitment to community policing and public trust. A people-centred leader, they will inspire a diverse workforce, develop future leaders and foster a culture of inclusion, accountability, wellness and excellence. They will also bring the credibility and confidence to work effectively with the Police Board, municipal and government leaders, employees, unions, associations, community partners and the media. Above all, the successful candidate will be a trusted and relational leader who can bring people together around a shared vision for public safety in Surrey.

This is a rare opportunity to help shape the future of policing in one of Canada's most dynamic cities.

The targeted salary range for this position is \$336,000 - \$391,000 annually, supplemented by a competitive total rewards package.

If this is the next step in your professional career, please visit our website and submit your application to **Shelina Esmail** and **Jennifer Madden** at www.pfmsearch.com.

A DEFINING OPPORTUNITY TO SHAPE THE FUTURE OF POLICING

Surrey Police Service (SPS) is seeking an accomplished, progressive and community-focused police leader to serve as its next Chief Constable at a pivotal moment in the evolution of policing in Surrey.

Established in 2020, SPS became Surrey's police of jurisdiction in November 2024, marking the historic return to municipal policing following more than seven decades of RCMP service. As SPS continues this transition, it is building a modern police service designed specifically for one of Canada's fastest-growing and most diverse communities – one that is locally governed, accountable, responsive and deeply connected to the people it serves.



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EXECUTIVE SEARCH

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Tel 604.689.9970 | Toll-Free 1.800.864.9970
Suite 510-999 West Hastings Street
Vancouver, BC V6C 2W2
www.pfmsearch.com