



# Chief Constable

## Delta Police Board

### Delta, BC

This is an exceptional opportunity for a progressive senior policing professional to lead a well-established police service that is committed to serving and protecting its citizens through a community-first policing approach grounded in a “No Call too Small” model. The Delta Police Board seeks to appoint a highly respected police leader with a proven reputation of success in leadership within law enforcement. Reporting to the Police Board, the Chief Constable is the Chief Executive Officer of the Police Department and in accordance with the Police Act, has general supervision and command over the Department. The Department, under the Chief Constable's direction, is responsible for the preservation of peace, the prevention of crime and offences against the law, and the administration of justice. The Chief Constable exercises considerable authority and discretion and is required to exercise initiative and judgment on a continual and varied basis.

The ideal candidate will have a distinguished senior policing career focused on stakeholder involvement and community partners, as well as demonstrated abilities to build outstanding relationships both internally and externally, including with First Nation communities. An appreciation for and understanding of the cultural diversity that makes up Delta's distinct communities is key. A hallmark of success will be the candidate's best in class reputation as an inclusive leader known for developing a shared vision within a police service where a collaborative environment has been created and sustained. A visionary strategist driven by innovation and excellence, with strong organizational planning and communication skills, an inclusive people champion and relationship builder, and a career of varied operational policing experience plus a track record of effective leadership will be required for an individual to qualify for consideration by the Police Board.

*The targeted salary range for this position is \$250,000 – 275,000 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](http://www.pfmsearch.com).

*The Delta Police Department is responsible for providing policing services to the City of Delta, BC and the Tsawwassen First Nation (TFN), serving approximately ~110,000 residents, under the civilian oversight of the Delta Police Board.*

*Founded in 1888, the Department is one of the oldest municipal police departments in BC and consists of about 200 officers and 100 civilian staff. The Department has a community-first policing approach, grounded in the “No Call too Small” philosophy, to ensure a service delivery model that prioritizes the needs and expectations of the community.*

*In 2023, the DPD responded to over 29,000 calls for service and was successful in maintaining the municipality's record of having one of the lowest Crime Severity Index scores in BC and Canada. The DPD has been recognized as one of BC's Top 100 Employers for six years in a row.*



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