



# Chief Constable

## VICTORIA POLICE DEPARTMENT

### Victoria, BC

An outstanding career opportunity exists for an exceptional leader to assume the role of Chief of the Victoria Police Department. The Department is one of Canada's leading municipal police agencies and is acknowledged for its commitment to serving and protecting its citizens, as well as creating innovative policing initiatives for the safety, security, and well-being of a major urban environment in a provincial capital city setting.

The Victoria and Esquimalt Police Board (Police Board) invites the interest of progressive senior law enforcement officers who have proven operational and leadership skills to work collaboratively with the Board, internally, and within the community on immediate issues of importance, while at the same time bringing a forward-thinking vision for policing in the region. Beyond the traditional role of leading a dedicated team, the new Chief Constable (Chief) will ensure sworn and civilian members are valued for their dedication and that strong morale is paramount. The new Chief Constable will also actively engage in dialogue with the community and be collaborative in finding innovative solutions through proper planning related to resource allocation and operational efficacy. The Police Board seeks a Chief who is flexible, adaptable, and knows how to navigate change and complexity, and places high value on building and maintaining a meaningful and supportive work environment for sworn and civilian members.

The ideal candidate has a reputation inside and outside their respective agency for being an outstanding communicator at all levels and who is known for creating a shared vision within a police service where honesty, integrity and core values are at the forefront. The Police Board seeks a Chief with unquestioned strength of character, respect for the communities and people the Department serves, and an unsurpassed commitment to sworn officers and civilian staff. The new Chief will understand and champion a holistic approach to leadership that ensures the mental health and wellness of sworn and civilian members and embeds the principles of diversity, equity, inclusion and Reconciliation in all aspects of the work. The new Chief will encourage professional development and leadership growth and have a solid succession plan.

*The targeted salary range for this position is \$270,000 - \$310,000 annually, dependent on experience, supplemented by a competitive total rewards package.*

The Police Board has engaged PFM Executive Search to facilitate the national search and selection process. If you wish to be considered we invite you to submit, in confidence, your detailed resume and a covering letter to **Shelina Esmail** and **Jennifer Madden** at [www.pfmsearch.com](http://www.pfmsearch.com).

*The Victoria Police Department was established in 1858 and is the oldest Police department west of the Great Lakes. Our 257 police officers, 85 civilian staff and over 100 Reserve officers and volunteers proudly serve the City of Victoria and the Township of Esquimalt in British Columbia. The role of the Victoria and Esquimalt Police Board is to provide civilian oversight to the activities of the Victoria Police Department on behalf of the residents of Esquimalt and Victoria.*



#### PFM Executive Search

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