



Chief Constable

WEST VANCOUVER POLICE DEPARTMENT

West Vancouver, BC

The West Vancouver Police Department (WVPD) is seeking a new Chief Constable with demonstrated, tested, and proven leadership experience – a leader with a strong track record of guiding complex organizations, fostering accountability, and delivering measurable results. The successful candidate will continue to strengthen a forward-thinking and inclusive organizational culture while ensuring the Department upholds its mandate to provide exceptional public safety services to a highly engaged and dynamic community. The jurisdictional boundaries of the Police Department spans 89 sq kms running roughly from the community of X̱wemelch'stn (Capilano Reserve) in the east to Horseshoe Bay in the west, and north on Highway 99 to the District of West Vancouver boundary at Montizambert Creek.

The ideal candidate is a responsive leader who will continue to evolve the Department and provide strong mentorship, leadership and guidance. The selected candidate has experience in effectively managing people and resources in a complex law enforcement organization, has worked with a Police Board or related governance body on strategic planning issues and has created effective policing priorities which reflect the changing needs of a diverse community.

The new Chief Constable will be an excellent communicator with a reputation as highly ethical and committed to community safety and wellbeing. Strong innovative planning skills, a career of varied operational policing experience plus a track record of effective leadership will be required by the ideal candidate. Beyond the skills and abilities to lead a Canadian police department, the new Chief Constable will bring unquestioned integrity, a commitment to serving a small community with high expectations, and proven leadership qualities. Given the focus on community policing, the Board has a strong desire for the next Chief Constable to live in, or relocate, to the North Shore or southern Sea-to-Sky region.

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.

*In accordance with BC pay transparency legislation, the expected salary range for this position is **\$250,000 – \$275,000** annually, supplemented by a competitive total rewards package including participation in the Municipal Pension Plan, comprehensive benefits, and other executive provisions.*

West Vancouver is a picturesque waterfront municipality of more than 40,000 residents recognized for its sandy beaches, seaside walks, marinas, hiking trails, and ski area. The West Vancouver Police Department's jurisdiction includes cosmopolitan shopping, urban parks, quaint neighborhoods, high rise corridors, the Trans-Canada Highway, Lions Gate Bridge, Skwxwú7mesh Úxwumixw (the Squamish Nation) and the Horseshoe Bay ferry terminal. The Department not only provides local police service but is also a participant in several regional integrated police teams with other police organizations (municipal and the RCMP) that address law enforcement issues that affect all British Columbia residents. The Department strives to uphold the highest standards of conduct and performance and build public trust and confidence through honourable and ethical service.



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PFM Executive Search

Tel 604.689.9970 | Toll-Free 1.800.864.9970

Suite 510–999 West Hastings Street

Vancouver, BC V6C 2W2

www.pfmsearch.com