



JOB OPPORTUNITY – Chief of Police, Town of Kentville

The Town of Kentville is seeking the right individual for the position of Chief of Police for the Kentville Municipal Police Service. The successful candidate will be an integral member of the Town’s Senior Management Team reporting to the Chief Administrative Officer as well as the Kentville Police Commission. The successful applicant will be working collaboratively with other managers to deliver quality services to Kentville residents and the business community.

Kentville is one of the primary growth centres in Kings County currently experiencing a steady population increase. Kentville has the highest year-round population of any residential centre in the Annapolis Valley with 6,271 residents. The Town includes a strong downtown commercial district and an actively growing business park. Kentville is active, transitioning and poised for continued growth.

Kentville was recently rebranded “A Breath of Fresh Air” which is a reflection of the high standard the Kentville community places on quality of life. Kentville’s residents enjoy the benefits of a new LEED Certified Elementary School, a Regional Hospital, the NSCC Campus, and parks and recreation facilities that support provincial and national events, tournaments, and festivals, including the 85 Year Old Annapolis Valley Apple Blossom Festival.

The Kentville Police Service has been providing service to the Kentville Community since 1887. Today’s service includes a full complement of armed officers (16), an administrative support team, and a By-law Enforcement Officer. The current operation provides community safety and policing services in the following areas:

- Crime Prevention
- Law Enforcement
- Assistance to victims of crime
- Emergency and Enhanced Services
- Public Order Maintenance

Please reference the Town’s [website](#) for a more detailed job description and complete community profile. For additional information about the Town of Kentville located in the beautiful Annapolis Valley in [Nova Scotia](#), please explore the following websites:

[Annapolis Valley Chamber of Commerce](#)

[Valley Business Leaders Initiative](#)

[Valley Regional Enterprise Network](#)

Applications will be accepted until June 23, 2017 at 12:00 noon EST. Applications can be submitted to:

Mark Phillips, CAO
354 Main Street
Kentville NS, B4N 1K6
cao@kentville.ca
902-679-2501

*Only those candidates selected for the interview process will be contacted.

CHIEF OF POLICE

The Chief of Police will be an integral part of the development of a vision and the strategic direction and objectives for the Kentville Municipal Police Service. The Chief will oversee all operational, policing and administrative functions of the police service and represent the police service at municipal, provincial, federal and international levels as required.

MAIN RESPONSIBILITIES

- Oversee the development of police service strategic plan
- Oversee the implementation of the strategic plan
- Hold accountability for police service operations
- Hold accountability for management of financial resources
- Hold accountability for human resource management
- Champion the use of intelligence-led and problem-oriented policing strategies, programs, and tactics in the police service
- Set the direction for and evaluate the implementation of change
- Hold accountability for community and media relations
- Instill ethical conduct in others
- Develop relationships with leaders, organizations, the community and governing bodies
- Accountable for a collaborative interaction and healthy relationship with neighboring RCMP services
- Advise Municipal Executive Authorities regarding policing and community safety matters (Town Council, Police Commission and CAO)
- Sees that reports and recommendations are prepared for executive authorities as required
- Be a member of the Senior Management Team for the Town of Kentville reporting to the Chief Administrative Officer

COMPETENCIES

- Change management
- Community relations and media management
- Decision making
- Ethical accountability
- Financial management
- Fostering relationships
- Public accountability
- Public safety
- Strategic management

EDUCATION

- A degree or certificate in police science, criminal justice, public administration or a related field is preferred. A combination of experience, education and training may substitute for formal education.

EXPERIENCE

- At least 10 years of progressively responsible law enforcement experience in patrol, investigations and emergency response programs
- At least 5 years of progressively responsible management and senior management experience
- Experience in dealing with the media and community relations
- Experience in working within governance structures
- Experience in managing in a Unionized Environment is preferred

KNOWLEDGE

- Senior level knowledge of law enforcement, legislation and policy regarding public safety
- Senior level knowledge of national and international policing issues, philosophies, practices and trends
- Senior level knowledge of current law enforcement management theory and administrative standards
- Senior level knowledge of budgeting and financial practices applicable to law enforcement
- Senior level knowledge of governance structures
- Senior level knowledge of Community Municipal Based Policing
- Senior level knowledge regarding the current discussions surrounding the Economics of Policing
- Knowledge or willingness to obtain knowledge of the geography of the Town of Kentville and surrounding areas
- Knowledge or willingness to obtain knowledge of current community engagement strategies for planning and operational purposes

OTHER REQUIREMENTS

- Valid Canadian driver's license
- Valid First Aid Certificate and CPR Certificate
- Canadian citizen

Note: The Town of Kentville recognizes the professional standards and competency requirements for the position of Chief of Police as benchmarked by the Canadian Police Sector Council. This benchmark should be considered a guide and not an exclusive standard set by the Town of Kentville.