

CHIEF OF POLICE – Full Time, Permanent Kentville, Nova Scotia

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

Kentville is where you go for fantastic festivals, regional sports events, mountain biking, nature-based experiences, delicious food, and welcoming community spaces. When you walk through town you will come to know your neighbours but also business owners, town staff and members of the police service. You will be drawn to our beautiful Miners Marsh Park, our award-winning library, and dozens of unique shops and restaurants. This town really is a Breath of Fresh Air.

Kentville strives to deliver high quality services, programs and support to residents and property owners. Recreation, support for business, and responsible sustainable financial management are top priorities at the Town of Kentville to make this community one of the best in the province and in Canada. 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. We aim to deliver on our brand promise to be "A Breath of Fresh Air" for all our municipal services, and also in the working environment of town hall. Please reference the Town's [website](#) for a complete community profile.

The Kentville Police Service has been providing service to the Kentville Community since 1887. Today's service includes a full complement of 17 armed officers, 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

KPS has a defined contribution pension plan matched at 9.0%, offers a competitive compensation and benefits package that includes life, LTD, health, dental and vision coverage. We offer access to an employee assistance program and an annual Wellness Benefit. Staff are encouraged to seek training and support for professional development.

Applications will be accepted until September 15, 2023 at 4pm EST. Applications can be submitted to: Dan Troke, 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 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.

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,
- Mentor members of the Kentville force by demonstrating leadership competencies and assisting with opportunities to build leadership capacity and career progression,
- 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, and other municipal police forces,
- 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.
- Work with community organizations around complex issues such as homelessness
- Work with community to assist with issues surrounding mental health.

COMPETENCIES

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

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

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.