



Police Commissioner
Search Profile

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The Edmonton Police Commission

The Edmonton Police Commission (the Commission) is committed to making Edmonton a safe and vibrant city today and in the future. The Commission oversees the police service ensuring professional and ethical policing to the citizens of Edmonton. The Commission creates an essential balance between public accountability and police independence. Through the Chief of Police, the Edmonton Police Service (EPS) is held responsible by reporting organizational performance to the Commission, a non-political body appointed to represent the citizens of the Edmonton.

Established under the *Police Act*, the Commission serves as an important link between the police service and the municipal and provincial government. While the Commission is appointed by and accountable to City Council, the Commission functions as an independent governance and oversight body. The Commission is comprised of a maximum of nine members, two of whom may be Councillors or employees of the City. At a strategic level, the Commission recognizes that policing is dynamic and must be responsive to emergent community needs and crime trends. The joint success of the Commission and the EPS will be measured by the suppression of crime, a reduction in disorder, an increase in traffic safety and a high level of public confidence in the EPS.

The Edmonton Police Commission is committed to three strategic priorities:

- Setting the annual EPS policing plan
- Creating conditions for the successful implementation of the policing plan
- Providing oversight of the EPS, consistent with the values and priorities of the community

The achievement of these strategic priorities directly aligns with the four goals of the Edmonton Police Service:

- Commitment to Professionalism
- Reduced Crime and Victimization
- Investigative Excellence
- Increased Efficiency and Effectiveness

The Vision:

To make Edmonton the safest major city in Canada and for the Edmonton Police Service to be recognized as a leader in policing.

The Mission:

To increase public safety through independent governance and civilian oversight of the Edmonton Police Service.

The Commission commits to realizing its vision in ways that are:

- *Accountable* – Being responsible to the citizens we represent.
- *Ethical* – Making decisions based on sound moral principles that are free from bias or discrimination.
- *Fiscally Responsible* – Ensuring wise stewardship of public funds.
- *Respectful* – Treating all people equally, acknowledging the unique cultural, ethnic, spiritual, and lifestyle diversity of individuals, showing compassion for all.
- *Proactive* – Anticipating future trends and developing the capacity of the police service to practice leading-edge crime prevention and reduction.
- *Professional* – Governing ourselves with decorum and demonstrating good judgment in all matters.

Edmonton Police Commission Committees:

The standing committees of the Commission include:

- *Finance & Audit Committee*
- *Governance Committee*
- *Professional Standards Committee*

For more information on the Edmonton Police Commission, please visit their website at:

www.edmontonpolicecommission.com

The Role of the Edmonton Police Commission:

We are seeking Commission Members who will contribute to the future success of the organization. The Commission represents the public interest in determining adequate and effective organizational performance of the EPS, through sound civilian oversight and governance of Police Service activities.

In carrying out its civilian oversight responsibility, the Commission shall do the following:

- Allocate the funds that are provided by Council;

- Establish policies providing for efficient and effective policing;
- Issue instructions, as necessary, to the Chief of Police in respect of the policies referred to above;
- Ensure that sufficient persons are employed for the purpose of carrying out the functions of the police service (Police Act, s.31(1)).

Term of Office:

- The term of office for a person appointed to the Commission is two (2) years;
- City Council reviews reappointments following the members' term, in consultation with the Chair of the Commission;
- Members can serve a maximum of six (6) consecutive years; and
- All members are required to sign an Oath of Office upon appointment.

Time Commitment:

- Members spend 30-40 hours per month on Commission business, which can increase depending on circumstances

Remuneration:

- Members incur \$150 for meetings under 3 hours; \$300 for meetings over 3 hours

The Individual:

Given the extent to which this individual can positively influence the future direction and success of the Commission, it is essential that the successful candidate possess the following attributes and competencies:

- *Managing Vision and Purpose:* Able to assist in developing and communicating a vision of the future that can be shared by all stakeholders; understands the Commission's mandate, is able to provide direction, guidance and a policy framework to the Police Service; understands the fundamentals of governance;
- *Ethics and Values:* Demonstrates integrity, objectivity and high ethical standards; values diversity and shared values;; strictly adheres to confidentiality requirements;
- *Business Acumen:* Understands the fundamentals of business, fiscal, and risk management, as well as audit, legal, communications, information technology and human resources/labour relations; uses knowledge in these areas to influence the factors that make an organization successful;

- *Community Focus:* Strong public service orientation; is dedicated to delivering service excellence through values of fairness and respect in an effort to build partnerships and long term relationships; has an awareness of community issues and a sensitivity to the diverse needs; possesses the ability to communicate effectively with stakeholders on the position of the Commission;
- *Perspective:* Has the ability to consider multiple and sometimes conflicting points of view and can draw conclusions from those views for the common goal;
- *Priority Setting:* Focuses time on relevant matters, gives appropriate priority to key issues and outcomes; identifies risks and assesses the capacity to manage those risks; able to meet time commitments of the Commission;
- *Results:* Is concerned with setting appropriate goals and monitoring achievement of those goals; effectively advocates within the role of a Commissioner; committed to moving the goals of the organization and the Commission forward;
- *Team Player:* Understands the value of teams and actively works to promote teamwork at the board table; works towards building consensus and conflict resolution; is open to new and different ideas, approaches to change and believes that diversity of opinion is healthy; and,
- *Decision-Making:* Makes good decisions based on analysis of the available information and a mixture of wisdom, experience and judgment; encourages and promotes others to contribute in decision making.

Ideal Personal Profile:

To be considered, candidates must demonstrate the following:

- Knowledge and / or experience in governance and board operations responsible for a large organization;
- Significant practical management experience in a corporate business environment;
- Understanding and experience working with both operating and capital budgets;
- Experience in large organizations with a diverse group of employees, preferably in a professional and union blended setting;
- Experience in public accountability and scrutiny in a political setting;
- Interest in community issues, public safety and law enforcement issues, and Edmonton's social and cultural diversity;

- Demonstrated track record of strategic decision making, critical problem solving and constructively addressing community issues;
- A broad range of expertise in handling diverse and complex issues;
- Impeccable integrity, character and personal values;
- Superior interpersonal skills, excellent judgment, sound business acumen, and the ability to deal with competing demands;
- Active listener, respects diversity of opinion and employs an open, clear and succinct communication style;
- Results oriented and decisive;
- Willingness to participate in ongoing training and development; and
- Working knowledge of municipal and /or provincial governments would be an asset.

To apply:

If you have a desire to make a real contribution in the City in which you live, please [click here](#) and apply online.

To be considered in this process, applicants will be asked to do the following in complete confidence:

- Respond to pre-qualifying questions
- Submit a letter of intent summarizing the value and contribution they will provide to the Commission
- Submit a current resume outlining their career, board and volunteer history and progression
- Submit three letters of reference that can be contacted for further reference

NOTE: Applicants must be 18+ years of age and must be a resident of the City of Edmonton. A successful enhanced security clearance, criminal records check and reference investigations will be requested of applicants being shortlisted for interview.

Posting Expiry: Friday, September 25, 2015

For further information, please contact Elena Charlebois at 780-442-4484 or via email at executive.recruitment@edmonton.ca.