

MEDIA RELEASE

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Ottawa Police Services Board launches national search for new Chief and Chief Administrative Officer

(Ottawa) – Starting today, interested applicants can submit their applications to become the next [Chief](#) or [Chief Administrative Officer](#) of the Ottawa Police Service (OPS). The opportunities are advertised through the Odgers Berndtson website, the search firm retained by the Police Services Board to run the concurrent, national searches.

“We are very excited to open up the competition for these important leadership positions at the Ottawa Police Service,” stated Board Chair Diane Deans. “After completing our community consultation, the Board feels confident it has the information it needs to find the right leader. The public and members of the OPS can see much of their feedback reflected right in the posting itself.”

As part of the recruitment process, the Board held a town hall, opened up an online survey, and completed targeted outreach to gather feedback from the community on the the issues and challenges facing the OPS; the top priorities for the next Chief of Police; and the required attributes, skills, and experience needed to be successful in the role. A number of themes emerged from these responses which were incorporated into the job description, and will be used to further inform the Board’s selection going forward. The full list of the themes that emerged can be found below.

Applications will be accepted until July 19. The Board is planning to hold interviews in August.

To be considered for this position, please submit your cover letter, resume and related information to Amanda.Bugatto@odgersberndtson.com or through the links above.

Priorities and Challenges – What You Told Us

Below is a list of themes that emerged through the Board’s consultation efforts:

- Strengthening relationship with frontline officers
- Reinforcing and finding new avenues to build ongoing supportive partnerships with community and social service organizations
- Understanding and appreciation for the diversity of the community, ensuring the OPS builds bridges with various racial, economic and cultural groups and is sensitive and inclusive in establishing and fostering relationships with those communities

- Desire for a visible and approachable leader who commands the service with integrity and strength of character, servant leader
- Budget pressures, long a concern, are today an inescapable reality impacting every aspect of policing
- Pressures to re-examine in a very profound way how police services are delivered, change agent required
- The need for meaningful community engagement at all levels of the Service, sharing the responsibility for safe communities
- The need for community service organizations – in healthcare, education, housing, social services, seniors, Indigenous Canadians – to work together with the police to address underlying causes of crime.
- Ongoing concern to maintain public trust and confidence – reputation
- Diversity and inclusion, culture change
- Communication and collaborative leader
- Community policing
- Commitment to ongoing training and development of OPS members

It was also noted that effective management of the Chief's time and resources through the setting of priorities and goals will be crucial for success in this role. Particular attention during the new Chief's first years in office will require a focus on developing relationships with members of the Board, the Service and the community that are based on trust and mutual respect.

The Ottawa Police Services Board is the civilian body responsible for governing the Ottawa Police Service. It is responsible for ensuring the provision of adequate and effective police services to the City of Ottawa's residents.

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For additional information, please contact Krista Ferraro, Executive Director, Ottawa Police Services Board, at 580-2424, ext. 21618.