

SEARCH PROFILE

The Edmonton Police Commission

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. By working closely with the Chief of Police, 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 for its actions by reporting to the Commission, a non-political body appointed to represent the citizens of the Edmonton.

Established under the *Police Act*, the Commission acts as the link between the police service and the municipal and provincial government. While the Commission is appointed by and accountable to City Council, it remains an unbiased body whose primary responsibility is ensuring professional and ethical policing to the citizens of Edmonton. 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:

- Promote Community Safety and Livability
- Build Community Partnerships & Relationships
- Ensure Efficient and Effective Policing

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

- Reduce Crime and Victimization
- A Citizen-Centered Police Service
- A model of Efficiency and Effectiveness

The Vision of the Commission is:

A safe, vibrant city, achieved in partnership through innovative, responsive and progressive policing.

The Mission of the Commission is:

Working on behalf of the community, the Edmonton Police Commission will provide leadership and oversight of the Edmonton Police Service that reflects community values, builds safe, secure communities and enhances Edmonton's livability.

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*
- *Internal Affairs 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; and
- 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 up to three (3) years.
- City Council reviews reappointments following the members' term, in consultation with the Chair of the Commission.
- Members can serve a maximum of six consecutive years.
- 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 substantially depending on circumstances; and
- The Commission meets for a half day on a monthly basis.

The Person

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 compelling and inspired vision of the future that can be shared by all stakeholders; will have an understanding of the Commission mandate whereby he/she is able to provide direction, guidance and a policy framework to the Police Service; understands the fundamentals of governance; participates in shaping a vision and developing strategies to achieve desired results;
- *Ethics and Values:* Believes in integrity of action that is based on shared values; values diversity; demonstrates objectivity and high ethical standards; strictly adheres to confidentiality requirements;
- *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 diversity of needs; possesses the ability to communicate effectively with stakeholders the position of the Commission
- *Perspective:* Has the ability to consider multiple and sometimes conflicting points of view on any issue, can draw conclusions from those views for the common goal and can project potential scenarios into the future for strategic planning purposes;

- *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;
- *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;
- *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 and 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 mixture of wisdom, experience and judgment; encourages and promotes others to contribute in decision making.

Ideal Personal Profile:

Experience:

- Previous service on other governance bodies or boards required;
- 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;
- Excellent judgment, sound business acumen, and the ability to deal with competing demands;
- Superior interpersonal skills, listens effectively, respects diversity of opinion and employs an open, clear and succinct communication style;
- Results oriented and decisive;
- Experience that contributes to the organization's strategic plan;
- Willingness to participate in ongoing training and development; and
- Working knowledge of municipal and /or provincial governments would be an asset.

Applicants must be residents of the City of Edmonton and at least 18 years of age. A successful enhanced security clearance, criminal records check and reference investigations are required for appointment.

**FOR MORE INFORMATION, PLEASE CALL:
ANTARA GABINET at (780) 432-5490 Ext. 407; MICHAEL ROSS Ext. 405
Or KRISTEN DOUPE at Ext. 429**

CONROY ROSS PARTNERS LIMITED

E-mail Resumes to: apply@conroyross.com

Please put the following in subject line of your email so we can identify the job:
5496 Police Commissioner (#5496-MH1755)

<p>Calgary 830 Bow Valley Square 3 255 5 Avenue SW Calgary, AB Canada T2P 3G6 Phone: 403-261-8080 Fax: 403-261-8085</p>	<p>Edmonton 1650 Canadian Western Bank Place 10303 Jasper Avenue Edmonton, AB Canada T5J 3N6 Phone: 780-432-5490 Fax: 780-432-5936</p>	<p>Regina 403 The Leader Building 1853 Hamilton Street Regina, SK Canada S4P 2C1 Phone: 306-949-8875 Fax: 306-949-9123</p>
--	---	---

For additional opportunities, please visit our Website at: www.conroyross.com