

Job Profile: Director, Systemic Investigations, Research and Policy

Classification:	Band 4	Position:	00142917
Reports to:	Deputy Police Complaint Commissioner	Location:	Vancouver, BC

CONTEXT

The Office of the Police Complaint Commissioner (OPCC) is a civilian, independent office of the Legislature which oversees and monitors complaints and investigations involving municipal police in British Columbia under the *Police Act*.

As result of recent amendments to the Police Act, the OPCC has the authority to examine and investigate systemic concerns about policing that align with our general oversight responsibilities. This includes the ability to proactively investigate systemic issues from police complaints or problems identified with the complaints process, provide meaningful recommendations aimed at preventing police misconduct, and to report on these publicly.

In addition, the OPCC is responsible for compiling statistical information from complaints and investigations into police misconduct and for reporting this information regularly to the public, including identification of any emerging or high-level trends in police misconduct. The collection, analysis and publication of data is important to inform the public about police accountability and to support transparency in the complaints process.

The OPCC's work in police accountability and oversight is inherently connected to Canada's legacy of colonialism and the historical traumas between police and Indigenous Peoples, communities and way of life. The OPCC's commitment to reconciliation is implemented in the context of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the Truth and Reconciliation Calls to Action (TRC), the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) and the Declaration on the Rights of Indigenous Peoples Act (DRIPA). This includes understanding, acknowledging and addressing our role in historic and ongoing colonial practices, deepening our relationships with Indigenous communities and First Nations, and undertaking an anti-racist approach to all facets of our work.

JOB OVERVIEW

The Director, Systemic Investigations, Research and Policy is a new position at the OPCC leading the planning, delivery, and execution of a new systemic mandate of the OPCC. Working closely with the Deputy Police Complaint Commissioner, the Director must be visionary in the review, analysis, and investigation of high-profile, complex, and sensitive systemic concerns connected to public confidence in policing and the municipal police complaints process in BC with the goal of affecting positive change in policing and the civilian oversight of police.

This position will provide expert advice and guidance to a team of investigators, policy, research and data professionals in support of the OPCC's mandate. The Director will be responsible for designing and implementing the OPCC's systemic investigations program. In addition, they will lead the identification of emerging or high-level trends and the development of informed recommendations to support change within the system of municipal policing and the complaints process. The Director will also contribute substantially to the design, development and implementation of the OPCC's data collection framework, including data reporting methodologies and processes.

This position will be required to build relationships, seek input, and collaborate on projects or initiatives with people with diverse backgrounds and experiences. The Director must be able to communicate and work across disciplines using a trauma informed and culturally competent lens and ensure an anti-racist approach to our work in this area.

ACCOUNTABILITIES

- Provides strategic leadership, authoritative advice, and recommendations to the Commissioner and Deputy Commissioner based on specialized knowledge and expertise to support the OPCC's systemic mandate and statutory responsibilities relating to the identification of trends, data collection, and public reporting.
- Develops the OPCC's policy framework for establishing annual goals, objectives, strategic actions, performance measures and initiatives to improve performance that aligns with the vision and goals of the Office.
- Proactively identifies emerging areas for Commissioner-initiated systemic investigations and develops strategies for the Deputy Commissioner's consideration.
- Leads the OPCC's systemic mandate, including the collection, analysis, and validation of information, ensuring professional and legislative standards are satisfied, and preparing reports on findings, significant issues, observations including patterns of non-compliance.
- Develops meaningful recommendations aimed at preventing police misconduct and improving the system of police accountability and monitors these recommendations for action and reporting out publicly on findings.
- Leads a multi-disciplinary team responsible for multiple projects involving complex issues, including the coordination of engagement strategies with external interest holders.
- Provides strategic direction on research, policy, and data analysis initiatives related to police oversight and leads the development of a variety of research and policy plans of varying complexity.

- Provides strategic direction on the production of reports and papers for dissemination to interested parties, including policing stakeholders, community organizations and service providers, Indigenous leadership, and the broader public.
- Directs the decisions of the team by establishing processes, tools, and/or protocols respecting the systemic mandate of the OPCC.
- Development and implementation of a data collection, analysis and design framework for the OPCC.
- Determines and secures the appropriate resourcing levels (e.g., staff, contractors, budget) to deliver on the OPCC's systemic mandate and provides or arranges for on-going training and provides mentoring and coaching support to assist the team in achieving the goals of the OPCC.
- Remains current on emerging information and legislation, regulations and policies effecting police accountability in BC and other jurisdictions and remain current on related jurisprudence and case law, applying this knowledge in the delivery of duties and responsibilities.
- Identifies opportunities and builds long-term relationships with key external parties, including public bodies and private organizations, and provincial and federal counterparts.
- Leads the development and delivery of public education and outreach training sessions respecting the systemic mandate of the OPCC and attends public speaking engagements with respect to those areas.
- Represents their team at OPCC Senior Leadership Team meetings and manages collaborative relationship with executive team.
- Provide subject matter guidance and expertise to a team of professionals in the areas of systemic investigations, research methodologies, policy development, and issues impacting police accountability.

SELECTION CRITERIA

Required Qualifications

- University degree in a related field (e.g., law, social sciences, public policy, political science, criminology, sociology, human rights).
- A minimum of three years relevant work experience. Relevant experience is listed below:
 - Leading and managing the planning, development, and implementation of reviews, audits and/or investigations OR leading research or policy projects of a significant size, complexity and importance.
 - Writing reports detailing evidence-based findings and recommendations.
 - Providing strategic advice and recommendations to senior management and executives on complex issues.
 - Leading and supervising multi-disciplinary staff in the development and implementation of program and project deliverables.
- Experience establishing and maintaining strategic relationships with key internal and external stakeholders.
- An equivalent combination of education and experience may be considered.
- Successful completion of an Enhanced Security Screening will be required.

Preferred Qualifications

- Graduate degree (e.g., social sciences, public policy, political science, criminology, sociology or related discipline).
- Experience working within a systemic mandate.
- Knowledge or experience investigating, researching, or working within a policy environment on issues relating to policing, social justice or human rights.
- Leadership experience working in a federal or provincial government environment developing and executing workplans and strategies based on organizational priorities and strategic plans.
- Project management experience or training.
- Experience or training in trauma-informed and culturally safe practices.
- Preference may be given to applicants with extensive experience in investigations, audits, or complex research or policy projects. (i.e.: more than three years)

Preference may also be given to:

- Applicants who self-identify as First Nations, Métis, Inuit and/or Indigenous, Black or racialized, women, 2SLGBTQ+, people with diverse gender identities or expressions, and/or people with disabilities.

KNOWLEDGE, SKILLS AND ABILITIES

- Demonstrated expertise in the principles of administrative fairness and natural justice.
- Extensive knowledge of the *Police Act* and related regulations, policies and practices.
- Ability to lead and manage a multi-disciplinary team, including conducting performance assessments, coaching, team building, and mentoring staff.
- Ability to contribute to strategic decision-making and develop, implement and monitor policies, standards and procedures.
- Ability to effectively communicate both verbally and in writing.
- Demonstrated ability to reference and interpret complex legislation, regulations, policies and practices to determine an appropriate course of action.
- Ability to analyze and solve problems and to lead multiple projects.
- Demonstrated ability to exercise the utmost discretion with highly sensitive and confidential issues.

INDIGENOUS RELATIONS BEHAVIOURAL COMPETENCIES

- **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview, and the culture of the BC Public Service, and to notice their commonalities, and distinctions with Indigenous cultures, and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.
- **Sustained learning and development** means continually increasing your ability to build and maintain respectful and effective relationships with Indigenous peoples. Central to this competency is appreciating that there are many other cultural understandings of knowledge and ways of working that have legitimacy and deserve respect—and therefore require our continual learning and development, including direct exposure to cultural and community ways. It includes an eagerness to continually reflect upon and assess your own level of cultural agility and competence, self-awareness and expertise. It means being willing to learn in new and different ways and appreciating how diverse ways of thinking and acting can ensure the success of the BC Public Service in supporting Indigenous self-determination.

PUBLIC SERVICE BEHAVIOURAL COMPETENCIES

- **Change Leadership** involves creating a new vision for the organization and taking the required actions to ensure that the members of the organization accept and support the vision.
- **Analytical Thinking** is the ability to comprehend a situation by breaking it down into its components and identifying key or underlying complex issues. It implies the ability to systematically organize and compare the various aspects of a problem or situation and determine cause and effect relationships ('if...then...') to resolve problems in a sound, decisive manner. It checks to ensure the validity or accuracy of all information.
- **Building Relationships** is working to build or maintain ethical relationships or networks or contacts with people who are, or may be, potentially helpful in achieving work related goals and establishing advantages. These people may include customers, clients, counterparts, colleagues, etc.
- **Executive Presence** involves knowledge and skills in influencing others and having an observable impact at the executive level, through personal credibility, leadership, confidence, and an understanding of other people's perspectives and interests.

- **Developing people** involves knowledge and skills such as mentoring, performance evaluation and feedback, career planning and coaching to enhance subordinates growth and development.
- **Strategic Thinking.** Practicing Strategic Thinking in translating the vision to goals and strategies, and support their accomplishment through facilitation and leading change. It is the ability to link long-range visions and concepts to daily work, ranging from a simple understanding to a sophisticated awareness of the impact of the world at large on strategies and on choices.

Office of the Police Complaint Commissioner

Effective and accessible civilian oversight that builds trust in police accountability.

<https://opcc.bc.ca/>