

Job Profile: Deputy Commissioner, Police Accountability

Classification:	ADM non-OIC (Shadow ADM 1)	Position:	00143033
Reports to:	Police Complaint Commissioner	Location:	Victoria or Greater Vancouver, BC

JOB OVERVIEW

The Deputy Commissioner supports the Commissioner in discharging their statutory responsibilities and acts pursuant to the authority delegated by the Commissioner under the [Police Act](#). The Deputy is accountable for carrying out the vision and goals of the Office within budget and on time, and for providing executive oversight of the senior leaders and professionals that carry out the mandate and core functions of the Office. The deputies work collaboratively between the various lines of business to translate operations into organizational excellence.

ACCOUNTABILITIES

- Oversees the delivery of oversight operations under the *Police Act*.
- Determines the strategic direction of and oversees the operationalization of the Office's oversight initiatives including the Alternative Dispute Resolution programs, Accessibility initiatives, and all programs and initiatives that support the culturally safety and accessibility of the complaints process.
- Provides authoritative advice and interpretation of the *Police Act* to ensure compliance with and consistent application of the legislation, within the Office and throughout the province by various stakeholders.
- Provides authoritative advice on the implementation of legislative amendments that affect the oversight operations of the OPCC and provides leadership on projects and police development respecting the Office's statutory oversight responsibilities.
- Provides leadership and expert advice on issues affecting the Office and advises the Commissioner on critical practice and policy issues, priorities, oversight or jurisdictional matters, or contentious issues arising within policing, security and law enforcement.
- Motivates senior leaders to develop teams and foster a psychologically safe workplace and a high-performance culture.
- Maintains effective relationships with external stakeholders such as Chief Constables, chairs of police boards, retired judges appointed under the Act, government and non-governmental organizations, community organizations, local governments, and accountability bodies such as the Independent Investigations Office.

- Provides authoritative procedural advice to retired Judges, Discipline Authorities, and legal counsel relating to all aspects of the police complaint process.
- Responsible for responding to FOI requests at the executive level, and plans and directs the access to information and privacy program within the Office.
- Participates in the management of the Office's budget and human resource management and ensures evidence-based decision making, forecasting program costs and evaluating impacts/outcomes.
- Acts as a media spokesperson on behalf of the Commissioner and directly addresses questions and high-profile inquiries for the media, including conducting interviews for radio, television or print media.
- Represents the Commissioner at local, provincial, national and international forums as required.
- Appears before various Committees of the Legislative Assembly to report on program areas and the work of the Office.

JOB REQUIREMENTS

EDUCATION AND EXPERIENCE

- Post-secondary education in a related field (e.g., business/public administration, law)
- Minimum 7 years of experience as a senior leader responsible for overseeing components of an organization and leading senior managers and their teams in a complex statutory environment.
- Advanced proficiency with interpreting and applying related complex legislation (e.g., British Columbia's *Police Act*, *Police Services Act* (Manitoba/Ontario), *Police Amendment Act* (Alberta))
- Considerable experience in and understanding of the structures, practices and investigative processes of police departments, government, municipalities and other stakeholder organizations.
- Experience leading and supporting an organization through a period of significant change or transformation.
- Experience managing high profile issues and conflict resolution.
- Demonstrated commitment to Reconciliation and building effective relationships with equity-deserving sociodemographic groups.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required.

Preference may be given to applicants with the following:

- More than the minimums in any of the above education and experience requirements.
- 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

- Extensive knowledge in oversight of police investigations and police operations.
- Ability to exercise the highest level of sound judgement, diplomacy, tact, confidentiality and discretion.
- Ability to coach, mentor and develop senior leaders to build a high-performance culture based on objectivity, integrity and fairness.
- Strong relationship-building and interpersonal skills, and exceptional communication skills.
- Negotiation, consensus-building and influencing skills.
- Ability to provide expert advice, make difficult decisions in a highly complex policy environment, prepare and present complex issues to senior officials or stakeholders, develop, implement and evaluate service plans and/or policies, and manage projects.
- Ability to maintain positive and collaborative relationships and partnerships across a spectrum of stakeholders including executive levels across government, relevant senior officials and stakeholders external to government as well as members of the policing, security and law enforcement communities and delegates from colleague offices.
- Ability to serve as an impartial, effective public voice for administrative fairness and police oversight.
- Extensive knowledge of government structure and policy development in government; service delivery models; performance management; human resources management; knowledge management; and fiscal management.

INDIGENOUS RELATIONS BEHAVIOURAL COMPETENCIES

Cultural Agility is the ability to work respectfully, knowledgeable and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all.

Change Leadership is championing the achievement of intended, real change that meets the enduring vision of Indigenous self-determination in British Columbia. It involves collaboratively developing and implementing ideas to achieve positive change. The change leader inspires others into new ways of thinking and doing business and routinely energizes the change process and removes barriers to change.

BEHAVIOURAL COMPETENCIES

Vision and Goal Setting: Vision and goal setting involves knowledge and skills in establishing official and operative goals for the organization/units and to establish a system of measuring effectiveness of goal attainment.

Promoting Empowerment: Promoting empowerment involves knowledge and skills in using processes such as delegation and information sharing to enhance subordinate ownership and empowerment over their task and performance.

Holding People Accountable involves setting high standards of performance and holding team members, other government jurisdictions, outside contractors, industry agencies, etc., accountable for results and actions.

Integrity and Authenticity involves building a culture of trust, integrity, risk taking and creative thinking in the organization through demonstrating personal integrity, using feedback to self-improve, following through on commitments and acting consistently with the espoused values and culture of the organization.

Creating and Managing Change involves knowledge and skills to manage in the organization through setting direction and urgency, building a coalition of support, communicating widely, handling resistance to change and facilitating implementation of successful change actions.

Building Strategic Alliances involves knowledge and skills to engage in internal and external stakeholder analysis and to negotiate agreements and alliances based on a full understanding of power and politics.

Negotiating/Conflict Management involves knowledge and skills to engage in two-party/multi-party negotiations and to facilitate third-party intervention or mediations into conflict situations.