

# Chief of Police Halifax Regional Police



## *Inspiring a new vision for community safety and trust*

Rich in diversity and surrounded by urban, suburban, and rural communities, Halifax Regional Municipality (HRM) is one of Canada's largest municipalities. With extraordinary population growth, shifting socioeconomics and unprecedented emergency events in the province at an all-time high, public service and policing needs in HRM are dynamic and complex. HRM's police service, Halifax Regional Police (HRP), has been serving its residents since 1864. With a mission of "working together to keep our communities safe," the service is supported by 545 police officers and 212 civilian employees and operates under an integrated policing model shared with the Halifax District RCMP.

Today, HRM is recruiting a transformative Chief of Police. As a respected and authentic people-centered leader and community builder, they are committed to progressive community-centric policing services focused on delivering public safety, wellness, and trust.

Reporting to HRM's Chief Administrative Officer and the Board of Police Commissioners, the Chief of Police oversees all operational, policing and administrative functions of the service. As the executive lead for HRP's 10-year strategic plan, they are accountable for ensuring that the vision, strategic direction, priorities and budget are aligned and implemented to meet the needs of HRM's diverse and rapidly growing population to reduce crime and improve quality of life, maintain safe communities and partnerships, and build an innovative and effective police service. The Chief of Police also performs the full range of operational police duties as required, with oversight of HRP's patrol activities, criminal investigations, community policing and crime prevention initiatives, internal training and cooperative efforts. As a member of HRM's Executive Leadership Team, they also support pan-HRM initiatives.

The ideal candidate is a trusted, collaborative and future-forward leader with demonstrated experience leading through change and skilled at inspiring members and partners towards innovative ways of addressing opportunities and systemic challenges in policing. As a sworn police officer with a post-secondary degree or equivalent education and experience, the successful candidate has a broad background in policing coupled with leadership experience cultivated in similarly complex or larger services.

An empathetic leader and proven relationship and community builder, the Chief of Police has experience in strengthening community engagement and partnership, interacting with system partners and all community members to uphold public well-being and safety. With demonstrated respect for the lived experience of others, they bring knowledge, experience, and a proven commitment in leading and advancing equity, diversity, inclusion, and anti-racism strategies and initiatives. They also bring knowledge of and/or experience related to HRM's history, diverse communities, and socioeconomic dynamics.

As a people-centered leader, the Chief of Police prioritizes employee well-being and culture and is experienced in leading highly effective teams. They bring strong business and financial acumen and knowledge of board governance and labour relations. An exceptional communicator and spokesperson, the successful candidate acts with high moral integrity and accountability, fostering trust and nurturing positive relationships within the HRM community.

To learn more about the Halifax Regional Police, please visit: [About Halifax Regional Police | Halifax](#)

HRM is committed to reflecting the community it serves and recognizing diversity and inclusion as one of the Municipality's core values. We have an Employment Equity Policy, and we welcome applications from African Nova Scotians and Other Racially Visible Persons, Women in occupations or positions where they are underrepresented in the workforce, Indigenous/Aboriginal People, Persons with Disabilities and 2SLGBTQ+ Persons. Applicants are encouraged to self-identify on their electronic application.

We will provide accommodation to applicants with disabilities. If you require an accommodation(s) to participate in the application, interviewing or selection process, please contact Erica Pirnie at [epirnie@royerthompson.com](mailto:epirnie@royerthompson.com).

Please submit a combined cover letter and resume online by clicking "Apply." For further information about this opportunity, please contact Amy Reid ([areid@royerthompson.com](mailto:areid@royerthompson.com)) or Dominique Roche ([droche@royerthompson.com](mailto:droche@royerthompson.com)) in confidence.

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