



Apply By: Wednesday, March 17, 2021 11:59 pm EDT



Print

Job Information

POLICE SERVICES ADVISOR

Organization:

Ministry of the Solicitor General

Division:

Inspectorate of Policing

City:

Any City

Job Term:

5 Temporary (up to 12 months, with possibility of extension)

Job Code:

7A009 - Legal07

Salary:

\$79,007.00 - \$114,834.00 Per Year

Posting Status: (<https://www.gojobs.gov.on.ca/Pages/JobAdDefinitions.aspx>)

Open Targeted

Job ID:

158655



Apply Online (<https://intra.careers.gov.on.ca/Employees/Apply.aspx?Language=English&JobID=158655>)



View Job Description ([https://intra.careers.gov.on.ca/Employees/PDR.aspx?](https://intra.careers.gov.on.ca/Employees/PDR.aspx?Language=English&JobID=158655)

[Language=English&JobID=158655](https://intra.careers.gov.on.ca/Employees/PDR.aspx?Language=English&JobID=158655))

The Job

Do you want to be part of an organization responsible for establishing Ontario's first Inspectorate of Policing; one that is committed to an equitable, holistic, people-focused and community-centred approach to policing? One that promotes excellence, equity and strives to improve public confidence in policing while giving those who serve in the field a real sense of purpose and fulfilment?

If so, we hope you will consider this dynamic role at the Ministry of the Solicitor General where you will support police services within Ontario as they carry out their responsibilities in accordance with The Community Safety and Policing Act, 2019. This role will provide a unique opportunity to build relationships with and support police services within Ontario and First Nations that will be constituting a First Nation Board or First Nation OPP boards under the CSPA.

About the Inspectorate

The Inspectorate of Policing (IOP) is a new division, established to meet the legislative mandate of the Inspector General of Policing under the Community Safety and Policing Act, 2019 (CSPA). Tasked with taking a proactive role on the consistent application of policing across the province, the IOP will monitor, advise, conduct inspections and investigate complaints with respect to the delivery of policing and compliance with the CSPA and its regulations, as well as, investigate complaints related to board member misconduct. The IOP will also report on and conduct analyses regarding compliance.

Why Work for the Ontario Public Service?

The Ontario Public Service (OPS) is committed to being an employer of first choice, creating a positive and inclusive work environment.

We offer:

- Competitive compensation and benefits
- Flexible work arrangements

- Collegial and professional work culture
- Career growth and development opportunities across multiple business areas
- We provide on-the-job training to support your success in the role

The OPS has been recognized as a top employer. We are proud to have been acknowledged as one of:

- Canada's Top 100 Employers
- Canada's Best Diversity Employers
- Greater Toronto's Top Employers
- Canada's Greenest Employers
- Canada's Top Employers for Young People

What can I expect to do in this role?

In this role, you will:

- build and maintain strong relationships to provide advisory support to those responsible for the delivery of policing in Ontario, including but not limited to municipal, provincial, and First Nation police services and boards, to meet legislative obligations set out in the Community Safety and Policing Act, 2019 and its regulations
- through a robust compliance system, such as conducting inspections, monitor and review the delivery of policing
- provide program and policy leadership, relationship management and coordination across a wide range of complex program files within highly complex and integrated portfolios
- manage key program relationships within the ministry providing advice on matters relating to policing
- represent the ministry's program and policy interests, broker discussions, and resolve issues through all stages of project management.

How do I qualify?

Relationship Management and Communication skills:

- You have demonstrated success using consensus-building, mediation skills and diplomacy to lead the facilitation and fostering of strong relationships to resolve highly visible, complex and contentious issues in a politically sensitive environment.
- You have experience preparing and presenting complex issues analyses, detailed risks, and briefing papers.
- You have the proven ability to provide strategic advice and make persuasive recommendations to decision-makers.
- You have experience working with First Nations that includes respectful engagement with community members and observance of appropriate protocols.

Subject Matter Expertise:

- You have an understanding of police governance, police administration, police operations and common human resources management matters.
- You have an in-depth understanding of contemporary policing issues, in order to lead the development of programs and policies for effective policing services in Ontario, and to assist in the evaluation of those services.
- You have an understanding the unique history and experiences of Indigenous and racialized communities as it relates to the institution of policing.

Program/Policy Development and Evaluation skills:

- You have the proven ability to interpret and apply relevant legislation to lead/support the development of program and policy recommendations for effective program oversight, in line with organizational strategic objectives, priorities and operational plans.
- You have experience anticipating and identifying risks, contentious issues and barriers to program effectiveness.
- You have the proven ability to understand the impact of changes in legislation, developing trends and other factors on internal strategies and operations.

Project Management skills:

- You have demonstrated experience with project planning and leadership, to lead and manage the planning and delivery of project activities, including monitoring, tracking, reporting operations and providing advice to management and senior executives on project progress, status, identifying issues and risks, and leading/overseeing project staff.

Additional Information

Address:

- 5 Temporary, duration up to 12 months, Any City, Anywhere in Ontario , Criminal Record and Judicial Matters Check, Local Police Databases Search, PIP/NICHE/RMS

Compensation Group:

Association of Management, Administrative and Professional Crown Employees of Ontario

Schedule: (<https://www.gojobs.gov.on.ca/Pages/JobAdDefinitions.aspx>)

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Category:

Policy and Analysis

Posted on:

Wednesday, February 24, 2021

Note:

- In accordance with the Ontario Public Service (OPS), Employment Screening Checks Policy (ESCP), the top candidate(s) may be required to undergo a security screening check. Refer to the above to determine the screening checks that are required for this position.

Required security screening checks along with your written consent, will be sent to the Transition and Security Office (TSO), Talent Acquisition Branch (TAB), HR Service Delivery Division (HRSDD) to evaluate the results. If applicable, the TSO, with your written consent, will request and obtain any additional employment screening checks that were not obtained directly by you.

A record under the Criminal Code and/or other federal offence record(s) does not automatically mean you will be ineligible for the position. The employment screening check(s) will only be reviewed and evaluated by the TSO for the purpose of making a security clearance decision. The details of an individual's employment screening check(s) will be considered in specific relation to the duties and responsibilities of the position being filled. Employment screening check records will be maintained by the TSO and kept strictly confidential.

- Less qualified applicants may be considered on an underfill basis.
- The information that you provide for the purpose of this competition and the results from this competition may be used to fill other positions. These positions may be of various tenures including short-term assignments. Your information and the results from this competition will be retained for the purpose of filling vacancies in accordance with the applicable collective agreement or policy provisions.

How to apply:

1. You must apply online by visiting www.ontario.ca/careers (<http://www.ontario.ca/careers>). You must enter the job id number in the Job ID search field to locate the job ad.
2. Your cover letter and resume combined should not exceed five (5) pages. For tips and tools on how to write a concise cover letter and resume, review the [Writing a Cover Letter and Resume: Tips, Tools and Resources](https://intra.careers.gov.on.ca/Employees/Docs/OPSCoverLetterandResumeWritingGuide.pdf) (<https://intra.careers.gov.on.ca/Employees/Docs/OPSCoverLetterandResumeWritingGuide.pdf>).
3. Customize your cover letter and resume to the qualifications listed on the job ad. Using concrete examples, you must show how you demonstrated the requirements for this job. We rely on the information you provide to us.
4. Read the [job description](https://intra.careers.gov.on.ca/Employees/PDR.aspx?Language=English&JobID=158655) (<https://intra.careers.gov.on.ca/Employees/PDR.aspx?Language=English&JobID=158655>) to make sure you understand this job.
5. OPS employees are required to quote their WIN EMPLOYEE ID number when applying.
6. If you require a disability related accommodation in order to participate in the recruitment process, please [Contact Us](https://www.gojobs.gov.on.ca/ContactUs.aspx) (<https://www.gojobs.gov.on.ca/ContactUs.aspx>) to provide your contact information. Recruitment Services staff will contact you within 48 hours.

All external applicants (including former employees of the Ontario Public Service) applying to a competition in a ministry or Commission public body must disclose (either in the cover letter or resume) previous employment with the Ontario Public Service. Disclosure must include positions held, dates of employment and any active restrictions as applicable from being rehired by the Ontario Public Service. Active restrictions can include time and/or ministry-specific restrictions currently in force, and may preclude a former employee from being offered a position with the Ontario Public Service for a specific time period (e.g. one year), or from being offered a position with a specific ministry (either for a pre-determined time period or indefinitely). The circumstances around an employee's exit will be considered prior to an offer of employment.

Remember: The deadline to apply is **Wednesday, March 17, 2021 11:59 pm EDT**. Late applications will not be accepted.

We thank you for your interest. Only those selected for further screening or an interview will be contacted.

**The Ontario Public Service is an inclusive employer.
Accommodation is available under the [Ontario Human Rights Code](http://www.ohrc.on.ca/en/ontario-human-rights-code)
(<http://www.ohrc.on.ca/en/ontario-human-rights-code>).**



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