



Kingston Police

Chief of Police

Founded in 1841, Kingston Police is among the oldest police services in Canada, and now numbers 346 members with a budget of over \$55 million. Kingston Police serves, supports and protects the safety of over 135,000 residents of the southeastern Ontario City of Kingston.

The Kingston Police Service Board is seeking candidates for the position of Chief of Police. The Chief of Police leads and administers the Kingston Police and oversees its operations, in pursuit of attaining the Board's strategic objectives and in compliance with the *Community Safety and Policing Act*, (2019). The Chief of Police is accountable for the performance, conduct, professionalism and communications of the members of the Kingston Police, as well as associated community safety outcomes.

The Chief of Police will be the professional, ethical and inclusive role model of and for the Kingston Police. The Chief will have a proven track-record of fostering an environment of transparency, fairness, trust, and collaboration, while communicating in a manner that promotes understanding, respect, and effectiveness. The Chief will be a proven enabler who will demonstrate visible leadership across the organization, providing members with a clear sense of direction that is aligned with the Board's Strategic Plan and policies.

The Kingston Chief of Police role goes beyond being accountable for command and control; rather, the Chief must be comfortable with uncertainty while exerting positive, meaningful and effective influence. The Chief must lean into opportunities to create seamless and effective community partnerships and innovative delivery of police services. The Chief must be a seasoned communicator, able to convey a positive image of the Kingston Police to the public, to stakeholders and in the media.

The Kingston Police Service Board is seeking candidates with a respected and distinguished track record in senior/executive leadership roles in one or more municipal policing services/detachments in Canada, with a demonstrated track record of reducing crime successfully and sustainably. The Chief must be experienced in building trust with EDI communities in a diverse city, as well as within a diverse, progressive and innovative police service at all ranks and with affiliated police labour associations.

To receive full consideration, candidates should submit applications in full confidence, complete with resume, cover letter and the contact information for at least three references, no later than **October 3, 2025** by email to the Board Administrator, Lorie Sargeant at lsargeant@kpf.ca. We thank all those who express an interest, however only those chosen for further development will be contacted.

Consistent with the values and objectives of the City of Kingston, the Kingston Police Service Board is committed to employment equity, diversity and inclusion in the workplace and especially welcomes applications from candidates who self-identify as women, indigenous, Black, or belonging to other racialized (persons of colour) communities, persons with disabilities, and LGBTQ2+.