Career Opportunity Kingston Police Service

Deputy Chief of Police

Description

Founded in 1841, Kingston Police is among Canada's oldest police services. Grounded in community service, Kingston Police is committed to the highest standards of integrity and professionalism and guided by the values of respect, honesty, integrity, compassion, fairness, courage and accountability.

Kingston is a vibrant and historic waterfront city known for its exceptional quality of life, strong neighbourhoods, diverse economy, and outstanding educational, healthcare and cultural institutions. Ideally located between Toronto, Ottawa and Montreal, Kingston offers the amenities and opportunities of a growing urban centre while retaining the accessibility, character and sense of community that make it an exceptional place to live and work. As one of Canada's fastest-growing cities, Kingston is also experiencing increasing complexity, changing community expectations and growing demands on public safety.

Kingston Police is the largest municipal police service in Eastern Ontario, with strong community connections and the ability to make meaningful change. The Service is in the midst of modernizing and professionalizing its systems, practices and capabilities to meet the demands of a growing city and to deliver the operational sophistication, accountability and performance expected of a larger urban police service. This work is being advanced through evidence-informed policing, data-driven innovation, technology, disciplined planning, sound financial stewardship and strong partnerships across government and the community.

Against this backdrop, the Kingston Police Service Board is seeking an accomplished and forward-thinking police executive to serve as Deputy Chief - Operations. This is a significant leadership opportunity to help shape the future of Kingston Police, strengthen the frontline, investigative and emergency-response capabilities that protect the community, and support members in delivering professional and effective policing services.

As a key member of the Executive Leadership Team, the Deputy Chief - Operations will serve alongside the Service's other Deputy Chief and civilian Directors of Finance and Human Resources. The two Deputy Chiefs provide executive leadership to the Service's four Inspectors and contribute collectively to the strategic direction and administration of Kingston Police.

The new Deputy Chief - Operations will provide executive leadership across Kingston Police and contribute to the overall strategic direction of the Service. The Deputy Chief will translate strategy into effective operational delivery, ensuring that people, resources, supervision, policies, training and technology are aligned with community needs, values and expectations, member safety, legislative requirements and contemporary policing practices.

The Deputy Chief - Operations - will provide executive oversight of the Service's core operational functions, including frontline patrol, criminal investigations, communications and dispatch, traffic and road safety, operational planning, major events, emergency management and specialized response capabilities. The Deputy Chief will ensure these functions are integrated, accountable,

intelligence-led and responsive to changing crime trends, calls for service, community expectations and emerging public safety risks.

This role requires a proven operational police leader who can demonstrate broad command experience, sound judgment, and the ability to lead decisively in complex, high-risk and time-sensitive environments. Working collaboratively across the Service, the Deputy Chief – Operations - will establish clear operational priorities, strengthen supervisory accountability, promote consistent service delivery and lead continuous improvement in deployment, investigative effectiveness, emergency preparedness and critical-incident response. The Deputy Chief – Operations - will also bolster effective relationships with police, justice, emergency-service, municipal, provincial, Indigenous, educational, health partners and community stakeholders.

The Deputy Chief – Operations - will be a proven champion of evidence-informed policing, prevention-focused approaches and meaningful community partnerships. The successful candidate will have a track-record of supporting a healthy, professional and inclusive workplace, develop future leaders, encourage innovation, and ensure members have the direction, resources and support required to perform their duties safely and effectively. The role offers broad executive influence across a growing police service and the opportunity to remain closely connected to operational members, supervisors, community partners and the people Kingston Police serves.

Requirements

The successful candidate will bring at least 10 years of progressive police leadership experience, including five years at a senior leadership level. Candidates must demonstrate substantial operational experience, including direct leadership of frontline or investigative functions and experience commanding significant incidents, major operations or emergency responses. Demonstrated experience leading large, multifunctional teams, organizational change, strategic initiatives and performance improvement is required. An undergraduate degree is an asset; however, an equivalent combination of senior police leadership experience, professional development, training and education will be considered. Postgraduate education is an additional asset.

Kingston Police is seeking a highly respected, credible and decisive leader who is visible, collaborative and accountable. The successful candidate will demonstrate strategic thinking, political acuity, strong communication skills and a commitment to operational excellence, member and community safety, ethical leadership, public trust, and the development of future leaders. Candidates must possess, or be eligible to obtain, the qualifications and training required for appointment as a Deputy Chief of Police in Ontario.

Applications are due by end of business, December 7, 2026

Application Link