



Job Posting: Chief of Police

Location: Deep River, Ontario

Organization: Deep River Police Services Board

Reports to: Deep River Police Services Board

Application Deadline: February 27, 2026

Position Overview

The Deep River Police Services Board invites applications from accomplished senior police leaders for the position of Chief of Police. This role offers a rare opportunity to lead Ontario's smallest police service, having a level of trust, visibility and community support that is increasingly uncommon in modern policing. The Board is seeking an experienced and visionary individual who is a progressive, high-performance leader committed to integrity, inclusion, and excellence in community-based policing.

Deep River is a safe, engaged, and caring community of 4,500 residents on the Ottawa River who value proactive, compassionate policing. This is an exceptional opportunity for a leader who believes that effective policing is built on collaboration, respect, and community partnership.

The Board is seeking a Chief who values local community policing and will be strategic and supportive in maintaining the long-term sustainability of the service in Deep River. This includes building operational resilience, fostering regional partnerships, and maintaining public confidence in the unique value of a local police service, while ensuring adequate and effective policing.

The successful candidate will be a principled leader who values trust, integrity, and accountability; someone who understands and promotes police visibility and engagement, in line with the Deep River Police Strategic Plan, and maintains a local police service that is deeply woven into the fabric of the community.

Key Responsibilities

- Provide strong, ethical, and transparent leadership to the Deep River Police Service.
- Champion modern, community-based policing practices that reflect the diverse needs of residents.
- Strengthen relationships with community members, Indigenous partners, health and social service agencies, and neighbouring police services.
- Ensure the Service remains a proud, visible, and trusted part of the Deep River community's identity and safety fabric.
- Foster a workplace culture that emphasizes wellness, teamwork, and professional development.
- Advance diversity, equity, inclusion, and reconciliation within the Service and in community interactions.
- Ensure fiscal accountability, operational effectiveness, and alignment with the Board's strategic plan and priorities.
- Collaborate with municipal and regional partners to enhance community safety and well-being.
- Comply with the governance framework under the Community Safety and Policing Act, 2019 and standards set by the Ministry of the Solicitor General.
- Serve as a confident and effective spokesperson with the board, public, media and stakeholders.

Candidate Profile

- Experience and demonstrated success in senior or executive police leadership roles.
- Community-minded, understanding the importance of local policing to Deep River's sense of identity, safety and well-being.
- Committed to long-term sustainability, striving to ensure that Deep River's local police service remains strong, adaptable, and future-ready.
- Progressive and forward-thinking, embracing innovation, training, and evidence-based policing.
- Inclusive and empathetic, with the ability to engage meaningfully and build trust with people of diverse backgrounds, identities, and experiences.
- Strategic and results-oriented, capable of leading transformation while ensuring operational excellence.
- Collaborative and accountable, committed to transparency, professionalism, and effective communication.

Qualifications

- Minimum of 10 years of progressive policing experience, including significant senior leadership responsibility.
- Strong understanding of Ontario policing legislation and modern public safety challenges.
- Post-secondary education in policing, criminology, public administration, or a related field.
- Completion of recognized police executive leadership programs (e.g., Canadian Police College Executive Development, FBI National Academy, or equivalent).

Demonstrated experience and success in community policing, diversity and inclusion, and organizational leadership would be an asset.

Why choose Deep River?

- Lead a police service where you can make a direct, visible impact within a highly engaged and supportive community.
- Help shape the long-term sustainability and legacy of Ontario's smallest police service.
- Enjoy an exceptional quality of life in a safe riverfront community with local access to nature, recreation, culture, healthcare and regional amenities.
- Balance executive leadership with meaningful community connection.

Compensation

A competitive and comprehensive compensation package will be offered, commensurate with experience, qualifications and the responsibilities of the job. The salary range is \$145,000 - \$180,000.

How to Apply

Qualified applicants are invited to submit a detailed cover letter and résumé in confidence by February 27, 2026 to:

Tracy Russell
Chair, Deep River Police Services Board
Email: secretary@deepriverpsb.ca

The Deep River Police Services Board is an equal opportunity employer that values diversity, equity, and inclusion. Accommodations are available throughout the recruitment process upon request.

We thank all applicants for their interest; only those selected for an interview will be contacted.