

Director, Respect, Inclusion and Leadership

Ontario Provincial Police

Are you a strategic leader who has excellent knowledge, skills and experience in advancing diversity and inclusion, driving organizational culture change and demonstrating stakeholder relationships? If so, consider this exciting opportunity within the Office of Professionalism, Respect, Inclusion and Leadership in the Ontario Provincial Police (OPP).

The Office of Professionalism, Respect, Inclusion and Leadership is committed to a workplace that values diversity. As part of the OPP, this office focuses on ensuring the policies, procedures and practices throughout the organization have a clear focus on inclusion. The director will provide leadership to oversee the portfolios of the workplace programs, delivery and planning.

An effective leader in the Ontario Provincial Police (OPP) is responsible, innovative and collaborative. A responsible leader is someone who demonstrates authenticity, accountability and courage in how they interact with others. An individual who models ethical behavior, and who is honest and capable of making difficult choices. An innovative leader is someone who leads with common purpose, embraces positive disruption, and has a future mindset. An individual who inspires others, values continuous learning and encourages development and integration. A collaborative leader focuses on helping others to grow, drives people-centered outcomes and promotes an environment of inclusivity. A leader who consistently works to confront bias and systemic barriers while understanding the importance of creating a more diverse and accessible workplace.

Diversity, Inclusion, Accessibility and Anti-Racism

The OPP is an innovative, responsive, and accountable public service that works hard to be diverse, anti-racist, inclusive, merit-based, and equitable. Diversifying leadership teams is a top OPS priority with the goal to achieve parity with the Ontario labour force by 2025 for the most underrepresented groups (Indigenous, racialized and persons with disabilities) in leadership positions. To advance this goal, the OPS is collecting socio-demographic information that will help to address potential barriers and achieve equity in hiring.

The OPS is an accessible employer and offers accommodation in all aspects of employment, including the recruitment process.

What can I expect to do in this role?

As the Director, Respect, Inclusion and Leadership you will:

- Provide executive leadership to the office and foster a workplace culture of respect, equity and inclusivity.
- Provide executive leadership for the delivery of current programs and initiatives.
- Lead organizational transformation and be a driver of change.
- Collaborate with business partners and other key stakeholders to develop strategies and plan of action for achieving OPP priorities for an even more diverse, equitable, inclusive organization.
- Provide strategic input to planning, coordinating and the delivery of equity and inclusion leadership initiatives relating to the OPP mandate.

How do I qualify?

Executive Leadership

- You are a strategic leader with demonstrated experience in leading and managing large, diverse teams to deliver on business priorities.
- You are a collaborative and innovative leader with the proven ability to meet business priorities and execute new opportunities to maximize results.
- You are a results-oriented leader with the proven ability to meet business priorities in a fast pace environment.
- You have demonstrated commitment and proven success in engaging employees, building leadership capacity and promoting a strong organizational culture of excellence, equality, diversity, and inclusion.

Relationship Management and Communications

- You are skillful at building collaborative relationships; engaging diverse stakeholders with varying interests and issues; influencing and negotiating to find common ground and drive forward to achieve results.
- You have excellent communication, problem-solving and decision-making skills.
- You have demonstrated ability to develop, build and maintain strategic partnerships with diverse stakeholders with divergent interests.
- You have created effective internal/external communication strategies to ensure compliance with all established policies and protocols.

Knowledge

- You have a thorough understanding of government decision-making processes, including the legislative and regulatory processes, in order to support and coordinate initiatives across the OPP.
- Knowledge of relevant provincial/federal legislation and regulation such as the Police Services Act, OPP Collective Bargaining Act, Public Service of Ontario Act (PSOA), and Police Orders.
- Knowledge and expertise in strategic planning, human capital, finances, operational and performance measurement.

Judgement, Tact and Political Acuity

- You have political acuity to anticipate and respond to politically sensitive situations.
- You have flexibility and resilience to adapt in a changing environment.
- You are skilled at providing advice and briefings regarding issues and strategies to senior executives or officials.
- You have strong political acuity and demonstrated experience leading issues management, resolution and risk mitigation strategies.

Location: 777 Memorial Ave., Orillia

Salary: \$130,930 - \$175,070 Per Year

Job Term: 1 Permanent

Please apply online, only, by **Wednesday, June 30, 2021**, by visiting <http://www.gojobs.gov.on.ca/Preview.aspx?Language=English&JobID=165870>. Please follow the instructions to submit your application. Faxes are not being accepted at this time.

If you require accommodation in order to participate in the recruitment process, please contact the Executive Recruitment Unit at careersexecutive@ontario.ca. Only those applicants selected for an interview will be contacted.

The Ontario Public Service is an inclusive employer. Accommodation will be provided in accordance with Ontario's *Human Rights Code*.

www.ontario.ca/careers
