



HAMILTON POLICE SERVICE BOARD

Board Members

Don Robertson, Chair
Esther Pauls, Vice Chair
Cameron Kroetsch
Mike Spadafora
Anjali Menezes
Shaun Padulo
Robin St. Jean

Kirsten Stevenson, Executive Director

Deputy Chief of Police

Hamilton Police Service Board

The Hamilton Police Service Board invites applications for the position of Deputy Chief of Police. This is a key executive leadership role, responsible for supporting the Chief of Police in delivering effective, community-focused policing and ensuring public trust and confidence in the Service.

The Deputy Chief shares responsibility for providing strategic and operational leadership across the organization. This includes advancing the Service's vision, mission, and values, while ensuring they are clearly communicated and embedded throughout all levels of the organization. The successful candidate will maintain a strong and visible presence within the community, building and sustaining meaningful relationships with diverse stakeholders.

Through a collaborative and inclusive leadership approach, the Deputy Chief will foster a culture of trust, accountability, and innovation. They will support both sworn and civilian members in responding to the evolving demands and increasing complexity of modern policing, while modelling the highest standards of professionalism, ethics, and integrity.

The ideal candidate will bring a distinguished record of senior police leadership, with demonstrated success in operational command, organizational management, and community engagement. A strong commitment to community policing, member development, and inclusive leadership is essential. The Deputy Chief will champion equity, diversity, and inclusion, and promote a respectful and supportive workplace culture.

Working closely with the Chief of Police, the Deputy Chief will ensure effective stewardship of Service resources, support strategic priorities, and maintain strong relationships with internal and external partners, including the Hamilton Police Association and community organizations. The role also requires a commitment to continuous improvement, professional development, and excellence in emergency response and communications.

The Hamilton Police Service Board is committed to reflecting the diversity of the community it serves and encourages applications from all qualified candidates.

How to Apply

Candidates interested in this opportunity are to apply online via email **no later than 4 PM on June 30, 2026** to Hamilton Police Service Board Executive Director, Kirsten Stevenson at kirsten.stevenson@hamilton.ca quoting **HPSB - Deputy Chief** in the subject line.

Interested applicants are to submit the following:

- A cover letter
- A resume
- An executive summary, maximum of ten (10) pages

The executive summary should include details outlining your most significant and measurable career accomplishments, demonstrating the depth and breadth of your experience, qualifications, and leadership capabilities as they relate to the role. Please include specific examples of your experience in the following areas:

- a) Fit: Why do you feel that you are an ideal fit for this role, your motivation to consider this role and how it fits into your overall career plan?
- b) Experience: Provide a brief chronology of your executive-level management experience, including the scope of your accountability, the complexity of the roles held, the number of staff you were responsible for, and your budget accountability (including both departmental and organizational budgets, where applicable).
- c) General Accomplishments: Please provide a brief overview of your most significant and measurable career accomplishments that highlight the scope of your experience, qualifications, and leadership capabilities as they relate to this role.

You are encouraged to include any additional experience or achievements you believe are relevant. Please be specific about the organization, timeframe, your role, and the impact or outcomes achieved to help clearly demonstrate your contributions.

- d) Councils/Board/Committees: Outline any experience working with councils, boards, or committees that may be relevant to this role.
- e) Professional Development: Describe any other specialized professional attributes (degrees, designations, and certifications), unique knowledge or experience that you bring to the position.

Executive Summary to be submitted in either Word or PDF format and must meet AODA compliance.

The Hamilton Police Service Board is committed to equitable and accessible hiring practices. Accommodation during the recruiting process is available upon request; please advise if you will require an accommodation during the interview process.

We thank everyone for their expressed interest and appreciate the time you've taken to submit your application; however, only those selected for an interview will be contacted.