

Employment Opportunities



Position: Police Chief
Service Area: Office of Siksika Police Service
Salary: Based on Education and Experience
Date Posted: April 22, 2025
Closing Date: May 15, 2025
Competition Number: OSPS-04-22-2025

POSITION SUMMARY:

The Siksika Nation Police Chief provides leadership, strategic direction, and oversight of Siksika Nation's police service. They are responsible for maintaining public safety, enforcing laws, building strong relationships within the community, and ensuring culturally appropriate policing practices. The Chief of Police is established under sections 24 and 27 or 33.1(1) of the Province of Alberta Police Act and is responsible as per the Province of Alberta Police Act for the following duties and responsibilities.

Key Responsibilities:

Leadership & Administration:

- Oversee all operations of the First Nation police service, ensuring efficiency and compliance with relevant laws and policies.
- Develop and implement strategic plans, policies, and procedures in alignment with community needs and legal standards.
- Manage budgets, funding applications, and resource allocation for effective service delivery.
- Ensure compliance with provincial, federal, and First Nation regulations, including policing agreements.

Community Engagement & Indigenous Policing:

- Foster trust and collaboration between law enforcement and the First Nation community.
- Incorporate Indigenous customs, traditions, and restorative justice approaches into policing.
- Engage with Elders, leaders, and community members to address safety concerns and crime prevention.
- Promote culturally responsive policing and reconciliation initiatives.

Operational & Law Enforcement Duties:

- Ensure effective law enforcement, crime prevention, and investigation strategies are in place.

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- Oversee the training, discipline, and professional development of police officers.
- Collaborate with other law enforcement agencies, emergency responders, and social services.
- Lead crisis response efforts, including emergency management planning and response.

Personnel & Human Resource Management:

- Recruit, train, and mentor officers with a focus on cultural competency and community policing.
- Promote a respectful and inclusive workplace environment.
- Ensure officers adhere to ethical standards, policies, and professional conduct.

Reporting & Accountability:

- Provide regular reports to the Siksika Nation Police Board, Chief and Council, and community members.
- Maintain transparency in police operations and decision-making.
- Monitor and evaluate service effectiveness and implement improvements.

Qualifications & Requirements:

Education & Experience:

- Extensive experience in law enforcement, with a strong understanding of Indigenous policing.
- Formal police training (e.g., RCMP, provincial police academy, or equivalent).
- Experience in senior leadership or management within a policing organization.
- Knowledge of Indigenous governance, traditions, and legal frameworks.
- A minimum of 10 years as a police officer

Skills & Competencies:

- Strong leadership, conflict resolution, and decision-making abilities.
- Excellent communication and interpersonal skills.
- Cultural sensitivity and experience working with Indigenous communities.
- Knowledge of trauma-informed policing, restorative justice, and community-based crime prevention.

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- Ability to manage budgets, resources, and administrative tasks.

Additional Requirements:

- Must pass a background check and meet required certifications.
- Valid driver's license and ability to travel as needed.
- Understanding of treaties, Indigenous rights, and self-governance.

To apply, and receive a Job Description or Employment Application, please send an email to: mariahlc@siksikanation.com phone at 403-734-5109

Position will be filled based on requirements and candidate qualifications. Priority: Siksika Members, Indigenous Community, then others.