



OFFICE OF SIKSIKA POLICE COMMISSION

Siksika Police Commission Member Posting

March 31, 2025

Job Number: Commission-2-25

Your Role

The Siksika Police Commission (the Commission) is committed to making Siksika a safe and engaged Nation today and in the future. The Commission oversees the police service, ensuring professional and ethical policing to the Nation residents of Siksika. The Commission creates an essential balance between public accountability and police independence. Through the Chief of Police, the Siksika Police Service (SNPS) is held responsible by reporting organizational performance to the Commission, a non-political body appointed by Siksika Chief and Council to represent the Nation residents of Siksika.

Established under the Alberta Police Act, the Commission serves as an important link between the police service and the Nation and provincial levels of government. While the Commission is appointed by and accountable to Chief and Council, the Commission functions as an independent governance and oversight body. The Commission is comprised of a maximum of 7 members, all residents of Siksika that live either on or off the Nation. As well the Chief and Council can appoint ad hoc committees to supplement the Commission members.

At a strategic level, the Commission recognizes that policing is dynamic and must be responsive to emergent community needs and crime trends. The joint success of the Commission and the SNPS will be measured by the suppression of crime, a reduction in disorder, an increase in traffic safety and a high level of public confidence in the SNPS.

The Siksika Police Commission is a legislated public body established under the Police Act and Financial Siksika Bylaw. For more information related to the Siksika Police Commission please contact Mariah Little Chief: MariahLC@siksikanation.com



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Commission Responsibilities

The Commission has a unique relationship with Siksika Chief and Council and it exists, in part, to ensure an arm's length relationship exists between the Siksika Police Service and the political decision-making process. The Commission is responsible for:

- Allocating the funds provided by Council.
- Establish policies providing for efficient and effective policing.
- Issue instructions, as necessary, to the Chief of Police in respect of the established policies.
- Ensure that the Siksika Police Service employs sufficient persons for the purposes of carrying out the functions of the Police Service.
- In consultation with Siksika Police Service management, establish policing priorities and participate in strategic planning for the Police Service in Siksika.
- In consultation with the Chief of Police, prepare estimates of all money required for each fiscal year and a yearly plan specifying the level of police service and programs to be provided in respect of the municipality.
- Appoint the Chief of Police, subject to ratification by Chief and Council.
- Appoint a public complaint director.
- Receive public complaints.
- Monitor the public complaint process.
- Carry out independent reviews of public complaints made as to the policies of, or the services provided by the Siksika Police Service, or the actions of a police officer.
- Consider appeals of the Chief of Police's decision in complaints as to the policies of or the services provided by the Siksika Police Service; and
- Review complaints against the Chief of Police.

Qualifications

- Demonstrated experience and/or education in one or more of the following areas:
 - Information Technology – knowledge and/or experience in the management of large complex IT projects, IT Governance and/or enterprise business systems transformation
 - Communications – knowledge and/or experience in communications, public relations, marketing and/or social media
 - Legal or Law enforcement/experience on high functioning boards/business experience



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- Understanding of public accountability and scrutiny in a political setting
- Training, education or experience enhancing knowledge and understanding of equity-deserving or marginalized groups is a requirement.
- Demonstrated understanding of racism and discrimination as it pertains to law enforcement.

Assets

- Relevant lived experience and understanding of diverse and marginalized communities and Nation community issues and concerns
- Training in conflict resolution, threat assessment and/or harm reduction
- In depth of knowledge, education, and experiences of working with People.

Term of Office

- The term of office for a person appointed to the Commission is two (2) years.
- Chief and Council reviews reappointments following the member's term, in consultation with the Chair of the Commission
- Members can serve a maximum of six (6) consecutive years.
- Ad Hoc Committee members can serve two (2) years and four (4) consecutive years to accommodate for new committees to adjust to the current police commission
- All members are required to sign an Oath of Office upon appointment.

Time Commitment

Members spend about 30-35 hours per month on Commission business, which can increase substantially depending on the circumstances. The Commission meets monthly and there are standing committees that meet monthly or bi-monthly. The regular meetings are usually held once every month. The session normally begins at 9:00 AM and ends at 4 PM. If required, supplementary meetings are held monthly. The standing committees include Finance & Audit, Governance, Human Resources, and Professional Standards, Culture/Ceremony/Language and Communication and meet at a scheduled time.



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Compensation

Commission members are compensated with honorarium for duly recognized meetings of the Commission, or its committees and other activities as set out in the honorarium policy. Compensation is fixed by Council. Members receive \$500.00 for meetings. Members are also compensated for expenses reasonably incurred while doing business on behalf of the Commission and preauthorized.

To Apply

Applicants will be asked to do the following in complete confidence:

- Apply directly to Mariahlc@siksikanation.com
- Submit a cover letter summarizing the value and contribution that you will provide to the Commission and your interest of why you would like to serve in this role
- Submit a current resume outlining your career, board and volunteer expertise.
- Submit three letters of reference that can verify your suitability for the Commission.

Note

- Applicants must be 18+ years of age.
- Completion of Post Secondary is required in related field.
- University degree in The Social Science or in The Business Administration, several years experience as a police officer or Justice organization and/or Past Tribal Siksika Officers, Siksika Brave Dog Society members,
- A successful enhanced security clearance and criminal records check will be requested of applicants shortlisted for interview.
- Talent sourced through this process may be considered for future vacancies for the Siksika Police Commission

Culture/Language:

- Requires general knowledge of the Siksika Nation culture and some ability to communicate in the Siksika language.

Posting Expiry

April 25, 2025 at (MDT) 4 PM



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The Siksika Police Commission is committed to cultivating a diverse, inclusive, and equitable culture. The Commission welcomes diverse applicants regardless of their identity factors, including, but not limited to race, gender identity and expression, sexual orientation, religion, ethnic origin, age, and ability, and encourage applications from all interested individuals.

If you would like to discuss how your competencies may align with these positions or have any questions about the process or posting, please email mariahlc@siksikanation.com

Classification Title: Siksika Police Commission Member

Posting Date: March 31, 2025

Closing Date: April 25, 2025

Number of Openings (up to): 5

Department: Siksika Police Commission