



Central Saanich Police Service

1903 Mount Newton Cross Road, Saanichton, B.C. V8M 2A9
Tel: 250.652.4441 | Fax: 250.652.0354

CENTRAL SAANICH POLICE SERVICE

DEPUTY CHIEF CONSTABLE

Strength Through Community

The Central Saanich Police Service

The Central Saanich Police Service (CSPS) is a progressive, community-oriented police service dedicated to integrity, professionalism, and collaborative public safety. For almost 75 years, CSPS has proudly supported a community that values partnership, accountability, and respectful engagement. Our members work every day to preserve the peace, prevent crime, and protect life and property while upholding the highest standards of service. We value strong ties to our community partners - The District of Central Saanich, the Sidney/N. Saanich RCMP, and the W̱OŁŁP (Tsartlip) and S̱ÁUTW̱ (Tsawout) First Nations. Together, we work to achieve a common goal for the community we love.

The Community

Central Saanich is located on the Saanich Peninsula on Southern Vancouver Island, within the ancestral lands long stewarded by the W̱SÁNEĆ People. Part of the Greater Victoria region and home to approximately 18,000 residents, the community is known for its exceptional quality of life, rural character, agricultural heritage, and vibrant village centres. The Central Saanich Police Service values its relationships across the community and is committed to working respectfully and collaboratively with local First Nations as part of its broader dedication to community well-being and public safety.

The Opportunity

The Central Saanich Police Board is seeking an experienced, value-driven, and forward-thinking Deputy Chief Constable to join the executive leadership team of the Police Service. This appointment comes at an important moment for organizational succession planning. The successful candidate will play a central role in supporting executive transition and, given the Service's leadership horizon, may be considered for the Chief Constable role in the future based on performance, readiness, and alignment with Police Board priorities.

Reporting directly to the Chief Constable, the Deputy Chief leads operational policing, oversees administrative and strategic functions, ensures compliance with provincial standards, and supports a respectful, inclusive, and high-performance culture that reflects community and W̱SÁNEĆ priorities. This is a rare opportunity for a future-focused leader seeking to contribute meaningfully to the evolution of a high-performing, community-engaged police service—and who is prepared for the possibility of assuming the top leadership role as part of an orderly succession plan.

Key Leadership Expectations & Competencies

The Deputy Chief Constable role is anchored in the CSPS Deputy Chief Competency Profile. Candidates must demonstrate capacity and commitment in the following areas:

- Strategic Leadership & Governance
- Ethical & Inclusive Leadership
- Community & Interagency Collaboration
- Operational & Organizational Excellence
- Financial & Resource Stewardship
- Digital & Technological Adaptability
- Communication & Public Engagement
- Change Leadership & Innovation
- Personal Resilience & Development
- Accountability & Performance Management



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Qualifications & Requirements

Candidates should demonstrate a combination of experience, education, and leadership capability that aligns with the expectations above, including:

- Minimum of an undergraduate degree or equivalent in Police Science, Criminal Justice, Public Administration, or relevant field (graduate degree preferred).
 - Minimum ten years of progressively responsible law enforcement experience.
 - Accredited Team Commander, or the ability to secure accreditation.
 - Demonstrated experience in managing human resources, financial systems, information technology, media, and community relations.
 - Proven ability to work effectively with a Police Board, Indigenous partners, government agencies, and regional policing partners.
 - Advanced knowledge of law enforcement, public safety issues/trends, legislation, policing standards and public safety
 - Travel outside of jurisdiction for work related duties, on call responsibilities, attend scenes and/or provide direction at all hours.
 - Class 5 drivers' licence with clean abstract.
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The Ideal Candidate

You are an ethical, collaborative, and forward-looking leader with the vision and capability to guide a modern police service. You bring strong operational expertise, political acumen, and the ability to nurture a respectful, accountable organizational culture. You are also a leader with the capacity, ambition, and executive presence to move into the Chief Constable role when required, and you understand the importance of a stable, thoughtful succession plan for the community and the organization.

Compensation

The District of Central Saanich offers a competitive executive police compensation package, including salary of \$205,000 to \$225,000, benefits, professional development and vacation aligned with policing standards in British Columbia.

How to Apply

Interested candidates are invited to apply in confidence by submitting a cover letter and résumé to Paul Murray at brentwoodadvisory@proton.me. Applications will be accepted until December 13, 2025.