

SPS CHIEF HIRING PROCESS



January 2020

Request for Proposal to contract with an executive recruiting firm for the identification of the SPS's first Chief Constable and three Deputy Chief Constables is released

May 2020

Waterhouse Executive Search, an internationally respected executive recruitment company, is named as the successful proponent

June 2020

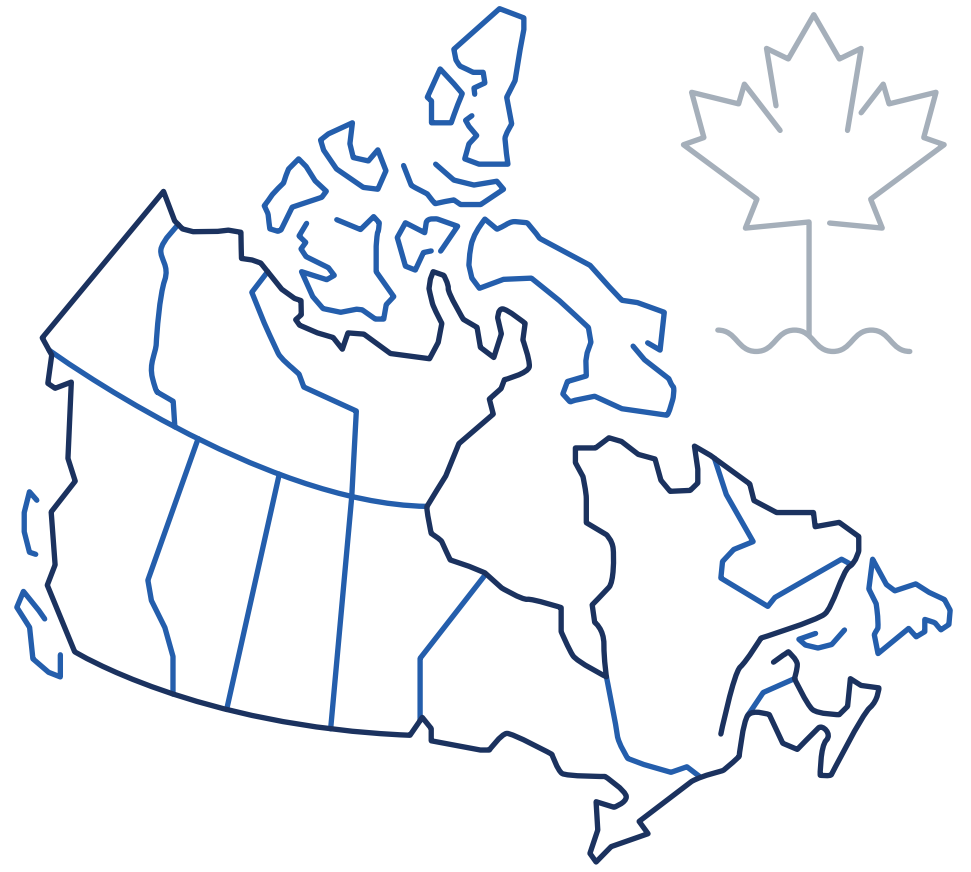
Work commences to create a job posting for the SPS Chief Constable

July 2020

Surrey Police Board is appointed and assumes control of the recruitment of the SPS Chief Constable

August 2020

Surrey Police Board announces a national search for Chief Constable, publicly posting the position across Canada in multiple forums



September to October 2020

The Board reviews information on the compensation of Police Chiefs and Deputy Chief Constables across Canada based on national and provincial data

The Board establishes a set of hiring criteria including:



LEADERSHIP: The ability to inspire excellence, model ethical and accountable behaviour, and engage the community and build public trust



CULTURE: The ability to foster an inclusive culture, create a healthy work-life balance for SPS members, and be open to diverging opinions and ideas



EXPERIENCE: To have earned the respect of peers through outstanding performance and leadership in community policing, and to bring a holistic understanding of policing's overlap with complex contemporary social issues



INNOVATION: The ability to build and execute a strategy that ensures the Surrey Police Service is distinguished by its progressive and modern approach to community policing

October 2020

The Board conducts the first round of interviews which includes six police leaders from across Canada

November 2020

The Board conducts final round of interviews with shortlisted candidates and assesses their qualifications based on several factors



Assessment Factors

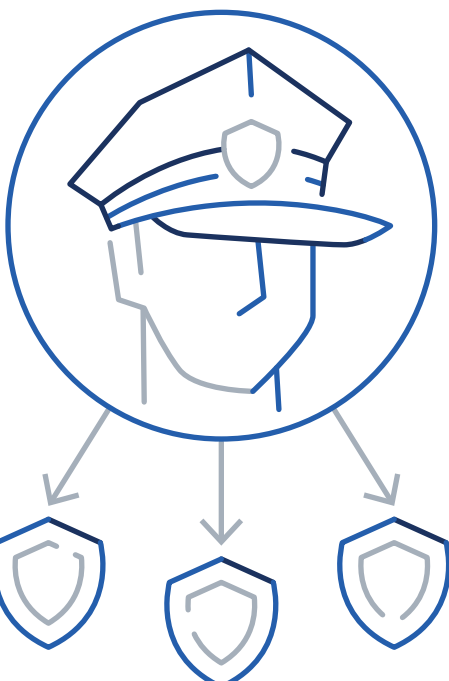
The first round of interviews

A formal presentation regarding a vision for the SPS

Psychometric testing and evaluation

Writing samples

Professional references



November 2020

The Board selects Chief Constable Norm Lipinski using a Board-approved selection matrix based on the established criteria and desired traits and characteristics for the role

December 2020

Recruitment begins for Deputy Chief Constables