



Chief of Police



The Cobourg Police Service (CPS) serves the growing community of the Town of Cobourg; population of 20,500. With a combined operating and capital budget of approximately \$13M, 54 sworn officers and 60 civilian staff supporting our police services and managing our business unit. Our mission is committed to excellence in policing and quality community service through our people, partnerships and our work.

Our vision is to be an adaptive and trusted partner in protecting the safety, security and quality of life in the community. We strive to ensure our approach to policing and the services we provide reflect the community's needs, and we consistently adapt our policing methods as public safety becomes more complex and requires a multi-disciplinary approach.

The goals and objectives of the service are to protect the community in a manner that promotes pride within the organization and with the citizens served while providing a professional, innovative and fiscally responsive police service. Cobourg Police is compassionate and accountable, and fosters trust with the community through integrity and mutual respect.

The next Chief will embrace the mission, vision, and values, and play a key role in the development and implementation of an operational business vision aligned to the strategic direction of the Board while inspiring the service to continue to use forward-thinking approaches that will continue to meet the needs of the Town's diverse communities and the growing population.

Inspire the Future

As a high-profile community leader, you are a big picture thinker who is willing to embrace innovative approaches and partnership with community stakeholders to ensure the service can continue to meet its evolving needs. You can take on issues management and lead positive change, while ensuring accountability and a tough-on-crime mandate.

As Chief of Police, you will be a visible presence while establishing strong ties based on openness and trust between the police service and the diverse communities it serves. Working with the Board, your leadership team, service members and community partners, you will inspire all while ensuring open communication and establishing new priorities that will meet evolving needs.

You have deep and varied experience as a policing executive, understand growing communities such as ours and are known to be a courageous and transformative leader. In addition, you are committed to positive community engagement and have both the political acuity and emotional intelligence to listen, recognize and act on the needs of the community while supporting service members.

How to Apply

To explore this opportunity please apply online via email **by March 23, 2026**, to careers@waterhousesearch.net quoting project CPS-CHIEF in the subject line.

Should you wish to receive a detailed information package please contact Tim Lukasewich at 416-214- 9299 x8, email at tim@waterhousesearch.net or Jon Stungevicius at 416-214-9299 x1, email at jon@waterhousesearch.net.

The Cobourg Police Service and Waterhouse Executive Search hire based on merit and are committed to employment equity and an inclusive, barrier-free selection process. We support a diverse and inclusive professional work environment, and welcome applications from all qualified candidates, specifically those from under-represented communities.

We thank all applicants for their interest and wish to advise that only those candidates selected for an interview will be contacted.