



## Deputy Chief of Police

The [North Bay Police Service](#) serves the [City of North Bay](#). North Bay is a diverse community that offers a perfect blend of opportunity and easy living. With a population of 52,662, a trading area of 112,000 people, and a growth rate of over 2% per year, North Bay offers economic advantages with easy access to larger Canadian and U.S. markets. North Bay boasts a diverse local economy, affordable housing options in an urban, rural and waterfront setting, a large community hospital, and two institutions of higher education – Nipissing University and Canadore College. Most of North Bay's residents live within the city's urban core, however a significant rural area also sits within city limits. In addition, residents from the 14 surrounding communities regularly commute to and from North Bay for work and school with most of the city residents community to work in less than 10 minutes.

With a combined Board approved 2026 operating and capital budget of over \$30 million dollars, 117 police officers, and 68 civilian members, the [North Bay Police Service](#) provides a dynamic and vibrant work environment and contributes to the safety and well-being of the residents that make North Bay their homes. The policing needs and expectations of the North Bay Police Service continue to evolve as do the needs of our community.

Our vision is a “safe, engaged, and inclusive community”. Our mission is “through strength in our members and collaboration with our community partners, the North Bay Police Service provides progressive and responsive policing to our public.”

In support of the vision, mission and values, and with community safety a top priority, the North Bay Police Service has developed a strategic plan that has shaped the direction of police services. Key pillars include supporting members, collaborating with community partners, providing a progressive and responsive service, and policing with the trust and confidence of our public.

### Inspire Our Future as Our New Deputy Chief of Police

Looking ahead, the **Deputy Chief of Police** will embrace the vision and mission and will work with the Chief and Police Services Board to establish priorities and actions to support strategic directions while inspiring the service to continue to use forward-thinking approaches that will continue to meet the needs of the communities served.

As a high-profile community leader, you are a broad and open-minded individual who is willing to embrace new approaches and partner with community stakeholders and our members to ensure the service will continue to meet its evolving needs. You will take on management issues and lead positive change while ensuring accountability.

You will be a visible presence and work with the Chief, your leadership team, service members and community partners to establish new priorities that will meet evolving needs while ensuring high levels of collaboration and communication. You will lead the development and implementation of innovative, modern solutions to crime and safety issues, while fostering a positive, productive, and inclusive workplace that is committed to the wellness of all members. Your leadership will mentor and inspire the next generation of leaders in the North Bay Police Service.

As the new **Deputy Chief of Police**, you have deep and varied experience as a policing executive and as an operational leader. In addition, you are known to be a courageous and transformative leader, 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 **June 3, 2026** to [careers@waterhousesearch.net](mailto:careers@waterhousesearch.net) quoting project **NBPS-DEPUTY-CHIEF** in the subject line. Should you wish to receive a detailed information package please contact Tim Lukasevich at 416-214-9299 x8, email at [tim@waterhousesearch.net](mailto:tim@waterhousesearch.net) or Jon Stungevicius at 416-214-9299 x1, email at [jon@waterhousesearch.net](mailto:jon@waterhousesearch.net).

*The North Bay 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.*