



Where ideas work

**Deputy Chief Civilian Director  
Independent Investigations Office of BC  
Ministry of Attorney General  
Surrey, BC**

The Independent Investigations Office of BC (IIO) is an independent, civilian-led agency with jurisdiction to investigate serious harm and fatal incidents involving police, in order to determine whether or not an officer may have committed an offence. The IIO has jurisdiction over all provincial policing agencies, including municipal police agencies, the RCMP, the South Coast BC Transportation Authority Police Service, and the Stl'atl'imx Tribal Police Service. The IIO's jurisdiction also extends to detention guards and officers appointed as special provincial constables, municipal constables, and includes on- and off-duty officers.

The IIO is created by Part 7.1 of the Police Act which establishes the office and defines its legal scope of authority. The IIO is part of the Ministry of Attorney General, but its investigations and decisions are operationally independent of government.

**Please note: The Deputy Chief Civilian Director cannot be a person who is a current or former member of a police force or the Royal Canadian Mounted Police.**

The Deputy plays a pivotal role in leading the IIO in delivery of its civilian oversight of law enforcement mandate. Reporting directly to the Chief Civilian Director, the Deputy contributes to the maintenance of public confidence in British Columbia's law enforcement agencies by supporting the effective management and conduct of thorough, competent, fair, timely and unbiased investigations of police-involved incidents resulting in serious harm or death, and greater transparency on issues of police accountability through public reporting.

This position has statutory authority under Part 7.1 of the [Police Act](#).

The ideal candidate brings substantial knowledge and demonstrates depth of experience in Canadian criminal law, with a strong understanding of the practices, procedures, and legal requirements associated with complex critical-incident investigations involving death or serious harm. They have a proven record of success

in a significant senior leadership role, guiding the strategic development and evolution of a large, multi-faceted organization and leading it through change while managing high-profile and sensitive issues.

This candidate possesses exceptional communication skills, including experience preparing and reviewing complex reports, engaging in public speaking, and interacting confidently with media. Although they have never served as a member of a police force, the candidate demonstrates comprehensive understanding of the role and functions of police within the English Common Law system, as well as the ethics, philosophy, and unique challenges inherent to effective civilian oversight of law enforcement.

A skilled and principled relationship-builder, the candidate leads with integrity, diplomacy, and respect. They demonstrate an informed understanding of the impacts of colonialism and systemic racism, including how these forces shape interactions with police and the criminal justice system, and they are committed to fostering trust-based relationships with diverse communities, partners, and rightsholders.

Role profile is below. The appointee will be required to consent to an Enhanced Security Screening check and will be required to complete a Conflict of Interest Disclosure, including declaring any actual, potential, or perceived conflicts of interest.

The BC Public Service is committed to creating a [diverse workplace](#) to reflect the population we serve and to better meet the needs of our citizens. Consider joining our executive team and being part of an innovative, inclusive, and rewarding organization.

**To apply please email a clear and concise cover letter and resume in one document (.pdf) to Executive Recruitment at: [Executive.Recruitment@gov.bc.ca](mailto:Executive.Recruitment@gov.bc.ca) by June 1, 2026. Please note the application document must be in .pdf format. Email Executive Recruitment if assistance is needed. Thank you to all who express interest.**

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Salary range \$200,200 - \$248,600

**Program**

The Independent Investigation Office of BC (IIO) is an independent, civilian-led agency with jurisdiction to investigate serious harm and fatal incidents involving police, in order to determine whether or not an officer may have committed an offence. The IIO has jurisdiction over all provincial policing agencies, including municipal police agencies, the RCMP, the South Coast BC Transportation Authority Police Service, and the Stl'at'imx Tribal Police Service. The IIO's jurisdiction also extends to detention guards, as well as officers appointed as special provincial constables in BC and includes on- and off-duty officers.

The IIO is created by Part 7.1 of the Police Act which establishes the office and defines its legal scope of authority. The IIO is part of the Ministry of Attorney General, but its investigations and decisions are operationally independent of government.

The Deputy Chief Civilian Director ("Deputy") is responsible for supporting the Chief Civilian Director ("CCD") in the management, administration and operation of the IIO.

**Please note: The Deputy Chief Civilian Director cannot be a person who is a current or former member of a police force or the Royal Canadian Mounted Police.**

**Job Overview**

The Deputy plays a pivotal role in leading the IIO in delivery of its mandate of civilian oversight of law enforcement. Reporting directly to the CCD, the Deputy contributes to the maintenance of public confidence in British Columbia's law enforcement agencies by supporting the effective management and conduct of thorough, competent, fair, timely and unbiased investigations of police-involved incidents resulting in serious harm or death, and greater transparency on issues of police accountability through public reporting. The Deputy further provides leadership of the IIO's corporate management functions, legal services, and executive duties.

This position has statutory authority under Part 7.1 of the [Police Act](#).

## **Accountabilities**

- Acts in the CCD's absence, when required, and supports oversight of IIO investigations into police-involved incidents in BC that may have resulted in death or serious harm to a person.
- Supports the CCD's responsibility to ensure that IIO investigations are thorough, competent, fair, timely, unbiased, and subject to civilian oversight.
- When needed or in the CCD's absence, communicates and liaises with the public, media representatives, the policing community, the BC Coroners Service, rightsholders, and other stakeholders and rightsholders the IIO's role and responsibility in the conduct of investigations.
- As a member of the IIO executive, leads the strategic planning process to set the overall strategic direction of the IIO, including the actions and initiatives needed to establish the organization as a meaningful institution within the province's legal and policing framework.
- Oversees delivery of all facets of business operations for non-investigatory activities, including finance and budget, human resources, labour relations, information technology, internal and external communications, media, stakeholder and rightsholder engagement, security, legal services, internal policy development, privacy, records management, and facilities. When required, leads development of business and issue papers examining issues related to the corporate portfolio.
- Oversees the development and implementation of the IIO's people, financial, rightsholder and stakeholder engagement, and information technology plans and policies, ensuring that risk assessment, cost, and emerging HR, financial and IT trends are considered. Must also ensure that the operational needs of the organization are integrated with the overall Ministry of Attorney General resource management planning processes.
- Builds effective and productive relationships with rightsholders and external stakeholders and leads the consultation and engagement processes with Indigenous communities. Necessary relationships include Indigenous leadership, various levels of government, other police oversight bodies, police leadership,

police associations and unions, other enforcement agencies, the BC Coroners Service, community advocacy groups, and the media.

- Leads the development and creation of corporate infrastructure, including the necessary policies and practices to sustain and accelerate IIO business development as it matures. Establishes accountability and monitoring frameworks, identifies performance measures, and designs organizational structure. This includes creating and managing change related to plans, policies, and practices.
- Participates in file reviews and assists in writing of public reports and/or accompanying referrals to the BC Prosecution Service for consideration of charges. Oversees the maintenance (and creation where necessary) of memoranda of understanding with agencies employing police, peace officers, and/or special provincial constables who may be subject to investigation by the IIO.
- Oversees litigation on behalf of the IIO or the CCD as required, at all levels of court, including instructing contracted legal counsel as required.
- Provides leadership on organizational and policy development.

### **Job Requirements**

The BC Public Service is committed to a workplace that is representative of the diversity of the people of British Columbia and that facilitates services to public we serve.

- Degree in a related discipline, such as law or criminology. A combination of education and experience may be considered.
- Demonstrated success in a significant leadership role, including interpersonal, strategic thinking, and mentoring skillsets, managing the strategic development and evolution of a complex and multi-faceted organization. Experience leading an organization through change and managing high-profile and sensitive issues.
- Demonstrated success in team building, inclusive decision-making, and developing consensus among disparate groups with competing interests.
- Demonstrated knowledge and understanding of the role and functions of police in Canada and the guiding ethics, philosophy and challenges associated with police oversight.

- Experience, knowledge and understanding of Canadian criminal law, and the practices, procedures and legal requirements of complex critical incident investigations including incidents that involve death or serious harm.
- Demonstrated understanding of the impacts of colonialism and systemic racism and how these relate to interactions with the police and the criminal justice system.
- High level of demonstrated competency in written and verbal communication, including writing and reviewing complex reports, public speaking, speaking to the media, and communicating effectively with staff.
- Strong business acumen, excellent interpersonal skills, and the ability to develop collaborative relationships both internal and external to the IIO.
- Preference may be given to applicants with experience in BC.

#### **Other Requirements:**

- Satisfactory background and security screening to be deemed a constable in BC.
- Successful completion of security screening requirements of the BC Public Service including an enhanced security screening check, and RCMP enhanced reliability screening.
- Completion of a Conflict-of-Interest Disclosure form.

#### **Competencies**

To achieve government's **Vision**, executives must position and structure their organization to maximize its effectiveness. Executives practice **Strategic Thinking** in translating the vision to goals and strategies and support their accomplishments through facilitating and leading change.

To **Champion Diversity and Inclusion**, executives must create and uphold an organizational culture that prioritizes inclusivity and culturally competent behaviours. As individuals, they act with curiosity and humility to understand, respect and embrace the visible and non-visible parts of individual and collective identities such as abilities, beliefs, cultures, ethnicity, experiences, gender, perspectives, styles, and values. As leaders, they make sure diversity, equity and inclusion practices are embedded in organizational policies, programs, and processes, and hold themselves and other leaders accountable for related outcomes. Executives are passionate about

shaping, guiding, and providing inclusive and collaborative leadership on Reconciliation initiatives, strategies, and legislation.

In **Leading People**, executives must motivate, empower and lead employees to accomplish goals and objectives, rewarding high performance, promoting empowerment and developing their employees, providing opportunities for growth, and managing issues with their organization.

Executives model **Integrity and Authenticity**, building a culture of trust, integrity, risk taking and creative thinking in the organization by demonstrating personal integrity, using feedback to self improve, following through on commitments and acting consistently with the espoused values and culture of the organization.

In **Interpersonal Relationships**, executives ensure that they are enhancing the organization's relationships partners. This includes building strategic alliances, managing conflicts among different parties, negotiating to derive optimum solutions, and effectively communicating ideas, analyses and proposals.

**Cultural Agility** is the ability to work respectfully, knowledgeably, and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview, and the culture of the BC Public Service, and to notice their commonalities, and distinctions with Indigenous cultures, and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.

### **BC Public Service Leadership Expectations**

- Be a model and advocate of the BC Public Service Values and Standards of Conduct in professionally serving government to the highest ethical standard.
- Be an active enabler of innovation and engagement as keys to maintaining and enhancing public trust and confidence.
- Demonstrate foresight and understanding of our modern, digital context to better service citizens.

- Be proactive, resilient and nimble, taking thoughtful, calculated risks.
- Be biased to action and removing unnecessary complexity to deliver the best possible service and outcomes for citizens.
- Act to improve the corporate capacity, capability, and commitment of the public service.

*The professional values of the BC Public Service . . .*  
***Courage, Teamwork, Curiosity, Service, Passion, Accountability***  
*Always with integrity*