

SGEU Up-in-Range

The following posting is in accordance with the clauses dealing with "In-Hiring Rate of Pay".

Permanent Part-time

RES007725 - Program Manager, First Nation and Indigenous Policing

Ministry: Executive Government > 073 Corrections Policing and Public Safety

Grade and Job: SGEU.12., CRO - SGEU

Salary Range: \$44,410-\$55,654

Rate Approved: \$50.00

Key Responsibilities of position:

Reporting to the Director, the Program Manager, First Nation and Indigenous Policing position will be a leader in supporting an inclusive work environment through open, collaborative, and respectful working relationships with a broad spectrum of government and non-government entities on partnerships, strategies, policies, and programs related to First Nations policing and other relevant subject areas. The branch's immediate priority is the renewal of 33 Community Tripartite Agreements (CTA) involving 45 First Nations encompassing 51 communities. Primary responsibilities will include:

- Providing leadership, program management, and oversight to mobilization efforts by Community Consultative Groups through engagement with elected First Nations leaders, local officials, RCMP, service providers, other government agencies, and other community leaders to address crisis situations in First Nation communities.
- Providing subject matter expertise, support, risk management to agencies and the province providing critical programming to First Nations that improves community safety and well-being in a variety of areas.
- Negotiating and managing contracts, contribution agreements and grants while maintaining accountability of financial and reporting requirements with CTA communities to ensure contractual obligations are met.
- Carrying out Management Reviews in accordance with a risk assessment protocol to assess the adequacy and effectiveness of the program areas, operational performance, and/or service delivery.
- Developing outcome measures that can be consistently applied across First Nations public safety partnerships.
- Conducting research, analysis, interjurisdictional scans, engagement to prepare briefing notes, reports, Cabinet documents or draft correspondence for the Minister and senior ministry staff on Indigenous policing issues.
- Analyzing data, strategically reviewing and updating policies, procedures, regulatory and legislative changes to ensure policies, procedures, regulations and legislation are responsive to First Nations policing and public safety needs. E.g. in relation to the development of self-administered policing, alternative service delivery models, or in response to formal inquests.
- Assessing and identifying training needs, developing curriculum and delivering training on a variety of community safety and well-being issues. E.g. to Community Consultative Groups, or for the Community Safety Officer Program.
- Coordinating and facilitating information sharing and data sharing between human service agencies, while obtaining cooperation, resolving conflicts and establishing supportive relationships.

The ideal candidate will demonstrate:

- In-depth knowledge of law enforcement; legislation and policy regarding public safety; policing operations and issues, practices and trends, current law enforcement management theory and administrative standards, governance structures, especially in relation to Indigenous peoples in provincial and national contexts;
- In-depth knowledge and understanding of First Nations and Métis people, their cultures, communities, political structures, processes, opportunities, and challenges at a local, regional, provincial, and national level;
- Superior leadership, negotiation, and highly developed relationship skills;
- Strong strategic thinking and communication skills;
- Demonstrated experience developing and building collaborative relationships and partnerships with First Nations and Métis communities to develop and implement new concepts;
- Experience leading difficult and sensitive conversations respectfully; and
- Ability to analyze issues to achieve solutions through collaboration with key partners and stakeholder.

Typically, the knowledge and abilities required for this position would be obtained through:

- Senior level experience working with Indigenous communities, and Indigenous organizations/authorities in the context of policing and community safety; and
- Completion of a Bachelor's degree or college diploma in police science, criminal justice, public administration; or a related field combined with extensive and progressive experience in policing and police management roles.

Qualifications of person Appointed:

- 26 years in law enforcement as an RCMP officer in First Nations Communities in Saskatchewan
- RCMP Depot Division Training; Saskatchewan Indian Institute of Technologies plus several professional development courses related to policing
- In-depth knowledge of policing, negotiating, knowledge of law enforcement with indigenous people; experience with Northern community tripartite agreements.
- Extensive experience in frontline policing, operational leadership, and Indigenous community engagement

Submit challenges to: staffing@gov.sk.ca

Closing Date: November 6, 2025