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Administration régionale KATIVIK Regional Government
P.O. Box 9 KUUJJUAQ (QUÉBEC) CANADA J0M 1C0

**JOB OPPORTUNITY
INTERNAL / EXTERNAL POSTING**

The Kativik Regional Government (KRG) is a supra-municipal organization with jurisdiction over the territory of Québec located north of the 55th parallel. The KRG is currently seeking a candidate with strong professional and leadership abilities to work in Kuujuaq in the capacity of:

**DEPUTY CHIEF OF OPERATIONS
Nunavik Police Service (NPS)
(2-year contract, full-time)**

The incumbent in the position of Deputy Chief of Operations must possess a broad strategic vision and an in-depth understanding of public safety challenges across Nunavik. In a northern environment characterized by remoteness, cultural realities, and unique public safety issues, the incumbent is responsible for all operational activities of the NPS, including patrol operations and criminal investigations, while ensuring the highest standards of police service performance within the communities.

More specifically, the incumbent is responsible for the following duties:

- Plan, coordinate, and supervise patrol operations, criminal investigations, and criminal intelligence activities;
- Respond strategically, through actions and decision-making, to crime trends, community needs, and broader public safety issues;
- Contribute to the development of the NPS strategic plan in collaboration with other members of senior management and ensure its implementation within their area of responsibility;
- Compile statistics and prepare various administrative reports;
- Establish and maintain positive relationships with the population, KRG authorities, local elected officials, and representatives of various local and government organizations;
- Communicate decisions and directives to personnel under their authority and ensure compliance;
- Provide rigorous supervision of personnel and ensure that the quality of police services delivered in the communities remains a priority;
- Evaluate employee performance and provide guidance, support, and coaching;
- Identify the training and professional development needs of personnel under their authority and develop a human resources development plan;
- Ensure rigorous management of financial resources and compliance with allocated budget envelopes.

The selected candidate must:

- Hold an undergraduate university degree in an appropriate field, particularly in management, administration, or a related discipline; a master's degree is considered an asset. Possess at least fifteen (15) years of relevant policing experience, including a minimum of five (5) years in management. Any equivalent combination of education and experience may be considered;
- Meet the hiring requirements set out in the *Police Act*;
- Demonstrate the ability to mobilize and lead teams, effectively manage human, material, and financial resources, ensure rigorous budget management, develop organizational capabilities, and anticipate issues and change;
- Demonstrate leadership, vision, sound judgment, diplomacy, and a high level of professional ethics, as well as a strong sense of responsibility, accountability, and organizational commitment;
- Demonstrate strong communication, negotiation, and change management skills, along with the ability to influence and mobilize stakeholders in a complex organizational environment;
- Demonstrate a strong ability to work in partnership with internal and external stakeholders, collaborate effectively, and maintain harmonious working relationships;
- Integrate and promote occupational health and safety standards;
- Demonstrate a strong proficiency in spoken and written English in order to operate effectively in a work environment where English is the primary language.

Please note that this position is based in Kuujuaq and requires relocation to the community. It also involves frequent travel throughout Nunavik and to the southern part of the province, particularly Québec City and Montreal.

Place of work: Kuujuaq.

Salary: \$210,757 per year, plus applicable premiums

Benefits:

Cost-of-living differential: minimum of \$8,500 per year

Food allowance: minimum of \$4,398 per year

Annual leave trips: minimum of 3 trips per year

RRSP employer contribution: 7.5%

Group insurance

Vacation: 30 days per year

Statutory holidays: 20 days per year

Please submit your cover letter and curriculum vitae by 11:59 p.m. on April 19, 2026, to:

Human Resources
Kativik Regional Government
Nathalie Le Gall, Human Resources Specialist
Email: nlegall@krg.ca

Given that several positions are to be filled within the NPS, the KRG reserves the right to offer the candidate another position for which they are deemed qualified following the present selection process.

The KRG is an equal opportunity employer. In accordance with this and with the James Bay and Northern Québec Agreement, conditions may vary to promote the employment of Inuit candidates.

Only candidates selected for an interview will be contacted.