



June 30, 2022

FRIEDA MARTSELOS
MLA, THEBACHA

Oral Question 1136-19(2) - RCMP Complaints and Misconduct

This letter is in response to the Oral Question you raised on June 02, 2022, regarding the Royal Canadian Mounted Police (RCMP) and the selection criteria for a Commanding Officer in “G” Division. You requested that a response be provided regarding the criteria for hiring a Commanding Officer.

All Commanding Officers are identified and selected through an established federal process that combines talent management, a competency assessment, and best fit. To be eligible for Senior Executive positions¹ officers must pass a Senior Executive Structured Interview Process (SESIP). This process consists of an assessment of nine separate required competencies.

Officers are assessed by a four-member board consisting of three senior ranking officers and an Executive/Officer Development and Resourcing member. Applicants are required to provide examples showing how they fulfil each competency. Responses must exceed the required threshold established in the assessment criteria for a candidate to be considered to possess each competency.

Candidates who are selected for consideration as Commanding Officers will have passed the Senior Executive Structured Interview Process, will be ready to advance, and will be considered to have strong operational and leadership experience. All officers are subject to thorough additional conduct, discipline and harassment checks prior to being considered as a candidate.

Given the significant range of skills and experience required for different command positions, some candidates may be selected for their specialized skills or experience. This determination is made based on recommendations from an Executive/Officer Development and Resourcing member in combination with the RCMP Senior Executive Committee, and the Commissioner.

.../2

¹ Chief Superintendent and above.

Final selection of a candidate for a Commanding Officer position is completed via a “best fit” interview in front of a board consisting of government representative(s), the Deputy Commissioner for the region, and an Executive/Officer Development and Resourcing member representative. The candidate(s) are asked to respond to a series of questions regarding their suitability for both the position and region of assignment. The selected candidate is then presented to the RCMP Senior Executive Committee for recommendation, with final approval authorized by the Commissioner.

A few qualities that the Department of Justice considers in the assessment of candidates during this process are:

- An appreciation and awareness for the North’s unique operating context, including valuing our community policing model and the importance of engagement with communities.
- An understanding of the history between the RCMP and Indigenous communities
- A commitment to reconciliation and strengthening relationships with Indigenous peoples.
- Valuing the contract policing model and the spirit and intent of the Territorial Police Services Agreement, where value is placed on the relationship between the Department, the RCMP, and the priorities set by the Minister.
- Proven leadership ability with a passion for collaboration and innovation.

The Department of Justice is committed to supporting the Commanding Officer hiring process for ‘G’ Division and values the opportunity to provide insight and context of policing in the NWT for the hiring board.

A handwritten signature in black ink, appearing to read 'R.J. Simpson', with a long horizontal stroke extending to the right.

R.J. Simpson
Minister, Justice

- c. Clerk of the Legislative Assembly
Deputy Minister, Justice
Legislative Coordinator, Executive and Indigenous Affairs