



OPPORTUNITY PROFILE

**Vice President,
Emergency Management and Operations**

About the Saskatchewan Public Safety Agency

The Saskatchewan Public Safety Agency (SPSA) is a Treasury Board Crown Corporation and Saskatchewan's leader, coordinator, and steward of public safety and emergency management systems. With responsibilities spanning emergency management, wildfire management, public safety leadership, and community resilience, SPSA plays a role in helping Saskatchewan anticipate, prepare for, respond to, and recover from public safety risks and emergencies. Working collaboratively with municipalities, First Nations, Métis communities, public safety organizations, industry, and government partners, SPSA enables a coordinated provincial approach to protecting people, communities, critical infrastructure, natural resources, and economic activity. Through system leadership, strategic partnerships, and operational excellence, SPSA helps strengthen provincial resilience, supports continuity of essential services, and advances public confidence in Saskatchewan's ability to manage complex and evolving risks.

To learn more, visit www.saskpublicsafety.ca

The Opportunity

Reporting directly to the President and serving as a member of the Senior Executive Team, the Vice President, Emergency Management and Operations contributes to enterprise-wide strategy, organizational performance, governance, and executive decision-making while providing strategic leadership and executive oversight for Saskatchewan's provincial emergency management and operational public safety systems. As a senior executive within the SPSA, the Vice President navigates multi-jurisdictional relationships, emerging risks, operational complexity, and public scrutiny, while strengthening the systems, partnerships, workforce capabilities, and organizational readiness that underpin long-term resilience.

The Vice President is responsible for leading a diverse portfolio that includes emergency management operations, emergency communications and dispatch services, provincial emergency coordination, and operational readiness across Saskatchewan. The role ensures that these critical services are delivered safely, effectively, and in alignment with SPSA's strategic priorities, legislative responsibilities, and commitments to public-sector accountability and stewardship.

Working collaboratively with municipalities, First Nations, Métis communities, government agencies, public safety organizations, and other partners, the Vice President strengthens Saskatchewan's capacity to prepare for, respond to, recover from, and mitigate the impacts of emergencies. Beyond emergency response, the role advances community resilience through policy development, workforce sustainability, organizational performance, strategic partnerships, and the continuous improvement of Saskatchewan's emergency management framework.

This role will require approximately 20% travel.

Scope and Core Accountabilities

Operating with full authority under SPSA mandates, the Vice President holds executive oversight across key operational areas:

Provincial Emergency Operations: Directs all province-wide responses to natural and man-made hazards, including wildfires, floods, and severe weather events.

Emergency Communications & Systems: Oversees critical public safety infrastructure, including Sask911, SaskAlert, and provincial dispatch coordination systems.

PEOC Governance: Directs the Provincial Emergency Operations Centre (PEOC), serving as Saskatchewan's primary hub for centralized emergency coordination and response.

Resource Management & Authority: Holds final operational decision-making authority during major events, including real-time resource allocation and mutual aid deployment, alongside overarching oversight of emergency budgets, financial stewardship, and workforce safety.

In driving agency success, the Vice President is accountable for these outcomes:

- Building provincial and organizational resilience, leading through ambiguity and crisis, and serving as a steward of Saskatchewan's emergency management and public safety systems.
- Protecting lives, property, critical infrastructure, and natural resources through effective emergency management leadership and operational excellence.
- Building long-term provincial resilience through investments in preparedness, mitigation, prevention, recovery, and adaptation initiatives.
- Ensuring a high level of operational readiness and seamless coordination among government agencies, Indigenous governments, municipalities, public safety organizations, and community partners.
- Leading the development, implementation, and continuous improvement of emergency management policies, frameworks, programs, and services across the province.
- Advancing organizational performance through innovation, continuous improvement, strategic planning, and evidence-informed decision-making.
- Attracting, developing, and retaining a skilled and engaged workforce while ensuring a safe, inclusive, and supportive workplace environment.
- Delivering transparent, timely, and trusted communications that strengthen public confidence and support informed decision-making during emergencies and throughout recovery efforts.

Key Roles & Responsibilities

1. Strategic Leadership and System Stewardship

- Provide strategic direction and ensure Saskatchewan's capabilities across mitigation, preparedness, response, recovery, resilience, and continuous improvement, aligning policy, operations, and investments with emerging risks and government priorities.
- Anticipate long-term trends (e.g., climate impacts, infrastructure pressures, population changes) and position the agency for future readiness.
- Establish and lead an enterprise continuous improvement framework that ensures recommendations from audits, after-action reviews, investigations, and operational exercises are implemented, monitored, measured, and reported.

2. Operational Leadership and Decision-Making

- Direct provincial emergency response operations, including prioritization of resources based on risk, impact, and public safety.
- Provide executive oversight and strategic direction for the Provincial Emergency Operations Centre (PEOC), ensuring the maintenance of a common operating picture, coordinated multi-agency decision-making, provincial situational awareness, and effective engagement with municipal, Indigenous, federal, and external partners during emergency events.
- Ensure timely, evidence-informed decisions during complex and high-pressure situations.
- Balance operational effectiveness with fiscal responsibility and public expectations.
- Ensure operational readiness through consistent application, evaluation, and continuous advancement of incident management and command systems.
- Ensure effective safety management systems are in place to identify, assess, mitigate, monitor, and learn from operational risks and safety incidents.

3. Collaborative and Cross-Jurisdictional Leadership

- Foster integration across operational and corporate functions to ensure planning, workforce development, safety, technology, financial stewardship, and continuous improvement are aligned with operational objectives.
- Enable a coordinated, whole-of-system approach to preparedness, mitigation, emergency response, and recovery.
- Negotiate and manage mutual aid agreements across jurisdictions.

4. People, Culture, and Workforce Leadership

- Establish and continuously strengthen a culture of physical and psychological safety where operational excellence, learning, accountability, wellbeing, and risk awareness are embedded in all aspects of emergency response.

- Develop and implement long-term workforce strategies that ensure the agency has the leadership, technical expertise, capacity, and capabilities required to meet future operational demands.
- Ensure workforce capability, sustainability, and operational readiness through succession planning, leadership development, competency-based training, and surge-capacity planning.
- Foster a psychologically safe, inclusive, and respectful workplace that supports employee wellbeing and performance.
- Promote diversity, equity, inclusion, and accessibility across workforce planning and operations.

5. Governance, Risk, and Accountability

- Ensure compliance with applicable legislation, policies, and regulatory frameworks.
- Provide transparent reporting and accountability to government, partners, and the public.
- Lead enterprise risk management related to emergency response operations

6. Technology, Data, and AI-Enabled Leadership

- Champion the use of data, analytics, and emerging technologies to enhance situational awareness and decision-making.
- Advance integrated systems (e.g., dashboards, best practices to inform a common operating picture) to support real-time operations.
- Promote responsible and ethical use of AI, aligned with public sector standards for transparency, privacy, and trust.

7. Organizational Excellence and Continuous Improvement

- Lead the development of a high-performing organizational culture characterized by trust, transparency, accountability, collaboration, learning, and continuous improvement.
- Establish partnerships with emergency management organizations, Indigenous communities, and industry leaders to advance innovation, evidence-informed practice, and provincial emergency management capability.
- Create environments where employees are safe to raise concerns, report risks, and share lessons learned.
- Use data, evidence, reviews, and operational experience to drive continuous improvement.
- Balance accountability with learning and innovation.
- Build organizational resilience through preparedness, reflection, and adaptation.

The Person

Qualifications & Education Requirements

- Demonstrated experience serving as a senior public-sector representative with elected officials, external stakeholders, media, and the public during complex or high-profile events.
- Extensive senior leadership experience in emergency management, fire sector, wildfire operations, public safety, or related field.
- Demonstrated experience leading organizational excellence initiatives, culture change, and workforce capability and sustainability initiatives in complex operational environments.
- Demonstrated experience leading complex, high-risk operations and large multidisciplinary teams.
- Experience working with Indigenous governments, municipalities, and cross-government partners. Has a strong understanding of the political environment in Saskatchewan.
- Strong financial and operational management experience.
- Post-secondary education in a relevant discipline (or equivalent combination of education and experience)

Knowledge, Skills & Attributes

Leading Strategically (Systems Thinking)

- Integrate operational, environmental, financial, and community data to guide decisions.
- Anticipates risks and positions the organization for long-term success.

Leading Change

- Drives innovation and modernization in emergency management systems.
- Leads transformation initiatives, including digital and service improvements.

Building Partnerships and Collaboration

- Builds authentic, respectful relationships across jurisdictions and communities.
- Advances reconciliation through inclusive and culturally informed engagement.

Delivering Results with Accountability

- Holds accountability for outcomes, decisions, and public resources.
- Demonstrates sound judgment and decision-making in high-risk environments.

Leading People and Culture

- Creates safe, inclusive, and high-performing teams.
- Models leadership behaviours that reinforce trust, respect, and integrity.

Leading in Complexity and Crisis

- Makes sound decisions amid ambiguity and competing priorities.

- Balances urgency with thoughtful risk assessment.
- Maintains effectiveness during high-pressure and rapidly changing situations.
- Demonstrates resilience and calm under scrutiny.

Digital and Data Leadership

- Leverages data and technology to improve outcomes and efficiency.
- Ensures ethical and responsible use of digital tools, including AI.

Compensation

A competitive compensation package, including an attractive base salary and excellent benefits, will be provided. Further details will be discussed in a personal interview.

Express Your Enthusiasm

Leaders International values diversity, equity, and inclusion in all aspects of our operations. Candidates are invited to contact us directly with any accommodation requests.

To apply, please email your cover letter and resume (PDF or Word document only—preferably as one document) to **Anurag Shourie or Luke Shin** at apply@leadersinternational.com, indicating the job title in the subject line.

Leaders International Executive Search

www.leadersinternational.com