

From: [Joe Gullage](#)
To: [Joe Smyth](#)
Subject: RE: Personnel Order - Call for Applications - Protective Services Unit
Date: Friday, April 17, 2015 11:17:26 AM

This one is called to cover of Ed being there. I have discussed this concern with Jason who is having discussions with Deputy.

From: Joe Smyth
Sent: Friday, April 17, 2015 10:13 AM
To: Joe Gullage
Subject: Re: Personnel Order - Call for Applications - Protective Services Unit

Sir, you may have very well considered this, but figured i'd mention it nonetheless in case it causes you challenges down the road.

That position can be challenging for a member with no supervisory capacity. He or she will be working daily with a member of higher rank but still be expected to coordinate events, travel, etc. He/she will also regularly have to direct cst's for events, special security details, internal travel, etc. Sorry to stick my nose in, I just found the dynamic and expectations challenging at times without designation, I didn't want you to have to deal with it again.

Hope all is well

Joey

From: Kim Nolan
Sent: Friday, April 17, 2015 09:28 AM Newfoundland Standard Time
To: All Staff RNC North East Avalon
Cc: Lynn Brown
Subject: Personnel Order - Call for Applications - Protective Services Unit

PERSONNEL ORDER 2015-121

**SUBJECT: Constable Position (Temporary)
Protective Services Unit – Intelligence & Organized Crime Section
Northeast Avalon Region**

Applications are invited from Constables within the Northeast Avalon Region to fill a temporary assignment within Protective Services Unit, Northeast Avalon Region. **(This is an operational position and the successful candidate must be able to complete all modules of the Use of Force Continuum).**

Applicants must understand that this position may require extensive travel and a requirement to work flexible hours.

“The Royal Newfoundland Constabulary is an equal opportunity Employer”

GENERAL DESCRIPTION:

The Protective Services Unit will work within the Intelligence and Organized Crime Unit of the CID. The mandate of Protective Services is: to provide close protection services for the Premier of Newfoundland and Labrador and other designated dignitaries. Specific close protection roles include bodyguard, security driver, and advance security/liaison officer; additionally, to gather intelligence on persons and groups of interest, demonstrations and any other matter that could potentially cause direct or indirect harm to the Premier or the Office of the Premier or to any other elected Government Official. Successful applicant will be asked to research and provide input on various policy and procedure that is applicable to Protective Services.

SUMMARY OF DUTIES:

- Close protection security for the Premier of Newfoundland and Labrador, and at the request of the Chief of Police or designate, provide and coordinate protective services to visiting Premiers or dignitaries, or assist visiting Protective Details as necessary; and, liaise with and assist RCMP B division VIP section as required;
- Conduct intelligence investigations and prepare threat assessments on persons and groups of interest, demonstrations and any other matter that could potentially cause direct or indirect harm to the Premier or the Office of the Premier;
- Prepare and execute operational plans for events and travel; including thorough threat assessments that will be completed in accordance with the intelligence led policing model;
- Recommend security level for escorts and, identify and coordinate resource and personnel needs for all escorts;
- Liaise and converse with other government officials and police agencies in relation to Protective Services operational requirements;
- Prepare and provide security briefings and presentations to members and dignitary staff where deemed appropriate.

DESIRED ATTRIBUTES:

- Knowledge and experience of police protective services and close protection duties.
- Knowledge and experience of intelligence investigations, the intelligence process, threat assessments and applicable operational plans.
- Has completed Dignitary/VIP Protection Course or equivalent.
- Have demonstrated leadership ability, and aptitude to work in a team orientated

joint forces environment.

- Be in good physical and medical condition – Ability to complete the PARE and a 2.4km run within 12 minutes.
- Possess mediation, conflict resolution and problem solving skills.
- Knowledge and experience with written and oral presentations.
- Be a self-starter, highly motivated to achieve results and have demonstrated this throughout their career and possess strong oral and written communication skills
- a high level of discipline
- strong organizational skills

APPLICATION DOCUMENTS:

Applicants are required to submit the following documentation;

1. RNC Form 143 (revision date: 2011-03-24) signed at all supervisory levels up to and including the Divisional Commander (Superintendent). **All supported documentation must be affixed to Form 143 at time of signing by a supervisor.**
2. Resume
3. Statement of Suitability: Describing their suitability for this position in the following areas:
 - a. Skills;
 - b. Ability;
 - c. Qualifications;
 - d. Training; and
 - e. Merit

SELECTION PROCESS:

Applicants will be screened based on a review of submitted documentation and personnel file.

The selection board can review personnel files and can contact Supervisors, Platoon, Section and Divisional Commanders or any other references as deemed appropriate to determine if candidates are suitable for the advertised position. A selection interview may be held following the initial review.

Applications and all required documentation should be forwarded to the Office of the Chief of Police by **noon, April 30, 2015.**

A/Insp. Joseph Gullage
Officer in Charge
Intelligence & Organized Crime

Distribution: Northeast Region
Personnel Order: 2015-121
Date: April 16, 2015