

William J. Janes

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### Career Development Chronology

- Chief of Police, Royal Newfoundland Constabulary (RNC) March 2014 to Present
- Deputy Chief Criminal Operations, RNC June 2010 to February 2014
- Inspector Training Section (RNC) April 2010 to June 2010
- Inspector Operational Support, (RNC) June 2007 to April 2010
- Inspector Patrol Services (RNC) August 2006 to June 2007
- Sergeant Operational Support (RNC) January 2006 to August 2006
- Sergeant Patrol Division (RNC) October 2005 to January 2006
- Sergeant Operation Remedy (RNC) February 2004 to October 2005
- Sergeant Patrol Division (RNC) February 2003 to February 2004
- Constable RCMP/RNC Drug Section August 2001 to February 2003
- Constable Operation Rumor (RNC) June 2001 to August 2001

- Constable Armed Robbery Task Force (RNC) January 2001
- Constable Patrol Services (RNC) May 1998 to June 2001
- Acting Sergeant Patrol Division (RNC) May 2000 to October 2000
- Constable RNC/RCMP Street Drug Team May 1997 to May 1998
- Constable Street Prostitution Project (RNC) December 1998
- Constable Patrol Services (RNC) April 1995 to May 1997
- Constable Break and Entry Section (RNC) April 1992 to April 1995
- Constable Patrol Services (RNC) April 1985 to April 1992
- Clerk Accounts Division, Department of Health 1982 to 1984

### Relevant Work Experience

- Managed the work of supervisors and managers responsible for diverse areas of responsibility. These areas include Major Crime, Intelligence and Organized Crime, Economic Crime, Forensics, Information Management, Patrol, Training, Traffic, Accident Investigation, Telephone Reporting, Police Communications, Community Services, Mounted Unit, Drug Awareness, Police Dog Service, Tactics and Rescue, Public Order, Ground Search and Rescue, Explosives Disposal, Emergency Preparedness and Crisis Negotiation etc.

- Prepared annual budget submissions and ensured appropriate, effective and responsible use of financial resources
- Conducted various human resource management functions including recruitment, selection, orientation, training, discipline, performance evaluation and career development
- Negotiated RNCA collective agreement and managed numerous labour relations issues arising from collective agreements with NAPE and RNCA
- Chaired the Occupational Health and Safety Committee and Police Vehicle Accident Review Board
- Developed work experience in numerous facets of front line police work. This experience includes three major case management teams conducting drug investigations in accordance with Part VI of the Criminal Code of Canada
- Commander RNC Tactics and Rescue Unit and RNC Public Order Unit

## *Education and Training*

### *Memorial University of Newfoundland*

- Bachelor of Arts. Major Police Studies, Minor Business, Oct 2012
- Supervisory Leadership Program CMD, May 2007
- Certificate in Business Administration, May 2007

### *Canadian Police College*

- Drug Investigative Techniques Course, April 2004
- Incident Commander Hostage/Barricaded Persons, October 2008

*Ontario Police College*

- Major Case Management, June 2002

*Canadian Emergency Management College*

- Emergency Site Management, March 2007
- Introduction to Exercise Programming, March 2008
- Emergency Operation Centre Management, June 2008

*Centre for Learning and Development*

- EAP for Managers and Shop Stewards, May 2006
- Introduction to Financial Management, November 2006
- Writing Briefing Notes, December 2006
- Respectful & Harassment Free Workplace for Managers, October 2007
- Introduction to Purchasing, November 2007
- Chairing Selection Boards in the Public Service, November 2007
- Cabinet Decision Making Process, November 2007
- Employment Equity and Persons with Disabilities, March 2008
- Job Evaluation System, October 2009
- Managers Role in Employee Relations, December 2010

*RNC Training Section*

- Airport Emergency Response, April 1991
- Smuggling and Tobacco Tax Lecture, September 1992
- Police Stress Seminar, June 1994
- Criminal Investigative Techniques, February 1995
- Family Violence Lecture, May 1995
- Fire Scene Investigation, June 1995
- Accident Investigation Level 2, March 1996
- Interviewing Techniques Course, November 1997

- *Affidavits and Authorizations Seminar, June 2000*
- *Tactics and Rescue Training, October 2000*
- *Interviewing Techniques Course, May 2002*
- *Child Sexual Abuse Course, June 2003*
- *Critical Incident Stress Management, October 2004*
- *CBRN First Responders Course, February 2006*
- *Mental Health First Aid, November 2006*
- *Basic Emergency Management, May 2006*
- *Operational Planning Course, October 2007*
- *Public Order Unit Tactical Course, April 2008*
- *Prevention Wrongful Conviction Conference, October 2011*

#### *Atlantic Police Academy*

- *Police Cadet Training Program, April 1985*

### *Honours and Activities*

- *Royal St. John's Regatta championship crews 1996 and 2003*
- *Royal St. John's Regatta masters course record crew 2012*
- *Police Exemplary Service Medal*
- *Queens Diamond Jubilee Medal*
- *Past member CACP Aviation Security Committee*
- *National Police Services Advisory Committee*
- *Past Chair United Way of NL Community Investment Committee*
- *John Howard Society NL Board Directors*