



The Commissioner of Police invites applications for the position of:

**ASSISTANT COMMISSIONER OF POLICE – TRAINING AND DEVELOPMENT
TURKS AND CAICOS ISLANDS**

Closing date for receipt of applications: MIDNIGHT on Friday 24th October 2025

ROLE:	Assistant Commissioner of Police – Training and Development
ORGANIZATION:	Royal Turks and Caicos Islands Police Force
LOCATION:	Police Headquarters Providenciales, Turks and Caicos Islands
SALARY:	US\$101,355.00 plus allowances
ROLE TYPE:	Full-Time, 3-Year Fixed Contract

ROLE PURPOSE

The Assistant Commissioner of Police (ACP) – Training and Development is a key member of the Force Executive, responsible for designing, leading and overseeing all strategic training, professional development and capacity-building initiatives across the force. The ACP will ensure that all officers and staff receive the highest quality of training aligned with international policing standards, local legislation community policing principles, and the strategic objectives of the RTCIPF.



Have a TIP?

You can call CRIMESTOPPERS anonymously at

1-800-8477

The call is untraceable.

EMERGENCY 911

GRACEBAY POLICE STATION
649-941-5891

CHALKSOUND POLICE STATION
649-941-8067 / 649-338-5901

GRAND TURK POLICE STATION
649- 946-2299

NORTH CAICOS POLICE STATION
649- 941-4448

MIDDLE CAICOS POST
649- 941-4448

KEY RESPONSIBILITIES

1. Strategic Leadership

- Develop and implement a comprehensive, long-term training and development strategy for RTCIPF.
- Provide high-level oversight of the Police Training Programme and all external training partnerships.
- Ensure all training programmes support the professionalization of policing in the Turks and Caicos Islands and are aligned with organizational goals and operational priorities.

2. Training & Development Programs

- Lead the design and delivery of initial police training, leadership development, specialist courses and ongoing continuous professional development (CPD).
- Oversee mandatory compliance training
- Introduce modern and evidence-based training methodologies, including scenario-based learning, e-learning and simulation.

3. Performance and Evaluation

- Establish metrics and evaluation systems to monitor training effectiveness and learning outcomes.
- Lead post-training assessments and adapt programs based on operational feedback and identified skills gaps.

4. Partnerships & Accreditation

- Foster strong partnerships with regional and international police academies, law enforcement bodies and academic institutions.
- Ensure RTCIPF training standards meet or exceed regional and international accreditation and best practices.

5. Organizational Development

- Advise the Commissioner and Force Executive on issues related to workforce capability, succession planning and leadership pipelines.
- Promote a culture of lifelong learning, ethical policing, and service excellence.

6. Budget & Resource Management

- Manage the training and development budget effectively, ensuring value for money.
- Oversee procurement and maintenance of training equipment and facilities.



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QUALIFICATIONS & EXPERIENCE

- Senior ranking police officer (Superintendent or above), with a minimum of 15 years' policing experience.
- Proven experience in police training, organizational development, or operational leadership.
- Recognized qualifications in policing, law enforcement training, leadership or human resource development.
- Strong understanding of modern policing principles, including community policing, intelligence-led policing and accountability frameworks.

DESIRABLE QUALIFICATIONS

- Trained Teacher or Educator
- Bachelor's Degree in Education or Security Studies
- Experience in curriculum development, adult learning or instructional design.
- International law enforcement training or advisory experience.
- Experience working in a Caribbean jurisdiction policing environment.

TERMS AND CONDITIONS

This appointment will be made on a three-year fixed term contract, which can be extended on such terms and for such period as may be mutually agreed. Salary US\$101,355 plus allowances. 30 days of annual leave with full pay will be granted, which must be taken during the term of employment.

MAKING AN APPLICATION

Suitably qualified individuals should submit:

- A Cover Letter of no more than two pages, setting out how you meet the essential qualifications and experience for the role as detailed in the job description.
- Your Curriculum Vitae (CV) with current contact information, educational qualifications, summary of relevant job experience and the contact details of three professional referees.
- Applicants invited to final interview will be required to provide copies of relevant qualifications as requested by the Turks and Caicos Islands Government HR.
- Three letters of reference will be required before a formal offer of appointment is made.



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Applications should be submitted online via <https://careers.gov.tc/>

Deadline: On or before midnight on **Friday 24th October 2025**

Current serving officers must apply through their Head of Department.

Applications without supporting documents will not be processed.

Recruitment Process: Interviews are scheduled for end-October/early November.

Enquires can be made via email at careers@gov.tc

We thank all applicants for their interest, however, only persons selected for an interview will be contacted.



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