



The Commissioner of Police invites applications for the position of:

**DEPUTY COMMISSIONER OF POLICE – ORGANISATIONAL REFORM
TURKS AND CAICOS ISLANDS**

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

ROLE:	Deputy Commissioner of Police – Organisational Reform
ORGANIZATION:	Royal Turks and Caicos Islands Police Force
LOCATION:	Police Headquarters Providenciales, Turks and Caicos Islands
SALARY:	US\$136,311.00 plus allowances
ROLE TYPE:	Full-Time, 3-Year Fixed Contract

ROLE PURPOSE

The Deputy Commissioner of Police – Organisational Reform will serve as a key member of the Force Executive of the Royal Turks and Caicos Islands Police Force (RTCIPF). This newly created leadership role is tasked with driving transformative, sustainable reform across the structure, culture and operations of the Force to ensure it is modern, efficient, community-focused and accountable to the people of the Turks and Caicos Islands.

This post responds to growing expectations for transparency, professionalism and improved service delivery, aligned with both national security priorities and modern policing standards.



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 DUTIES AND RESPONSIBILITIES

1. Strategic Reform and Change Leadership

- Develop and implement a comprehensive, multi-year Organisational Reform Strategy in consultation with the Commissioner, National Security Council and relevant leads.
- Provide strategic leadership on modernising internal structures, streamlining operations and embedding good governance across all levels of the Force.
- Promote innovation in service delivery, intelligence-led policing and the use of technology.

2. Organisational Restructuring and Process Improvement

- Lead the review and redesign of the RTCIPF's command structure, divisional responsibilities and operational models.
- Introduce evidence-based approaches to resource deployment, case management and public engagement.
- Oversee improvement of internal systems, including HR, procurement, performance evaluation and internal investigations.

3. Culture, Ethics, and Workforce Reform

- Drive cultural change across the Force, promoting values of integrity, accountability, respect and service to the public.
- Champion diversity and inclusion, and ensure fair recruitment, promotion and disciplinary practices.
- Address misconduct, low morale and systemic challenges in workforce development and professional standards.

4. Stakeholder Engagement and Public Confidence

- Ensure alignment of reform activities with the priorities of the Governor, Premier and National Security Council.
- Serve as a public-facing leader for reform, engaging regularly with community groups, civil society, the media and elected officials.
- Build trust between the RTCIPF and the communities it serves, particularly in relation to transparency, community policing and crime prevention.

5. Oversight, Reporting, and Accountability

- Establish robust frameworks for monitoring and evaluating reform progress, with clear benchmarks and performance indicators.
- Report regularly to the Commissioner, Governor and other stakeholders.
- Ensure full compliance with TCI legislation, including police oversight regulations, human rights obligations and anti-corruption measures.



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QUALIFICATIONS & EXPERIENCE

- Extensive senior leadership experience in policing at a rank no lower than Assistant Commissioner of Police (ACP), with a minimum of ten (10) years in executive roles.
- Demonstrates a track record of successfully leading and implementing complex organisational change initiatives.
- Demonstrable experience of delivering complex organisational reform.
- Demonstrable understanding of commonwealth policing principles, including Codes of Ethics, policing by consent and community-oriented policing.
- Track record of working in or with Caribbean regional jurisdictions, with experience of driving change within the context of the specific challenges faced by small, developing police forces.
- Strong knowledge of governance, anti-corruption and public sector reform frameworks.

DESIRABLE QUALIFICATIONS

- Bachelor's Degree in Public Administration, Criminology, Law, Management or related field.
- Professional accreditation or training in change management
- Experience in public consultation and stakeholder management in diverse and multicultural communities.

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\$136,311 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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