



The Commissioner of Police invites applications for the position of:

**CHIEF OPERATING OFFICER (COO)
TURKS AND CAICOS ISLANDS**

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

ROLE:	Chief Operating Officer (COO)
ORGANIZATION:	Royal Turks and Caicos Islands Police Force
LOCATION:	Police Headquarters Providenciales, Turks and Caicos Islands
SALARY:	US\$146,792.00 plus allowances
ROLE TYPE:	Full-Time, 3-Year Fixed Contract

ROLE PURPOSE

The Chief Operating Officer (COO) is a senior executive role within the Royal Turks and Caicos Islands Police Force (RTCIPF), responsible for leading and overseeing the Corporate Services portfolio to ensure the organization's operational effectiveness, financial integrity and strategic alignment. This role acts as the legally designated Accounting Officer for RTCIPF, with full responsibility and accountability for the proper management of public funds, resource allocation, compliance and financial stewardship.

The COO ensures the RTCIPF has the systems, infrastructure, workforce capabilities and governance arrangements needed to deliver high-quality, modern, and professional policing services that reduce crime, protect borders and promote public trust and safety.



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

STRATEGIC OBJECTIVES

1. Effective, impartial and accountable executive leadership that ensures RTCIPF's corporate and financial systems support a professional, community-focused, and operationally capable police force committed to safety and public trust.
2. Legally serve as the Accounting Officer for RTCIPF, ensuring strong financial governance, compliance, and efficient use of resources aligned with the RTCIPF's mandate.
3. Lead all corporate service functions - HR, Finance, ICT, Procurement, Strategic Planning, Risk and Communications - in support of the RTCIPF's strategic policing and public safety goals.
4. Ensure compliance with all relevant TCIG regulations, ordinances and frameworks, including the Public Finance Management Act, Financial Instructions and Public Procurement Act.
5. Promote and maintain political neutrality, safeguarding RTCIPF from political or partisan interference; and acting with independence and integrity in all decisions.
6. Inspire, engage and empower staff through transparent leadership and consistent upholding of high ethical and professional standards.
7. Drive organizational talent development and succession planning across RTCIPF and support the wider National Security Council's capacity-building agenda.
8. Oversee the development and management of ICT and digital systems that enhance policing operations, intelligence gathering, data security and public interface.
9. Ensure effective physical and operational asset management - including RTCIPF's estate, fleet and marine assets - through sound planning and risk mitigation.

KEY OUTPUTS

- Strategic and operational plans aligned with RTCIPF's mission.
- Legally compliant budget management and financial reporting.
- Modernized human resource systems and a robust talent pipeline.
- Fully operational ICT infrastructure, supporting digital policing.
- Transparent and value-driven procurement systems.
- A professional, politically neutral corporate culture.
- Monitoring and evaluation frameworks to ensure accountability.
- Resilient organizational risk and crisis management systems.

QUALIFICATIONS & EXPERIENCE

- At least 10 years of senior executive experience, preferably in a policing, public safety, or security-related organization.
- Demonstrated success in public sector financial management, organizational leadership, change and corporate governance.
- Strong understanding of public financial regulations and procurement law.
- Experience with digital transformation and enterprise resource planning systems is an asset.



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DESIRABLE QUALIFICATIONS

- Previous experience working in the jurisdiction of the Caribbean.
- Bachelor's Degree in Public Administration, Finance, Human Resources, Business, or a relevant discipline.

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\$146,792 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.

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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