

DIRECTOR, PUBLIC PROSECUTION SERVICE - POSITION PROFILE

PROVINCE OF NOVA SCOTIA

Summary:

In 1990, the Province of Nova Scotia became the first jurisdiction in Canada to deliver prosecutorial services through an independent Public Prosecution Service (PPS) headed by Director of Public Prosecutions (Director). Prosecutions within the jurisdiction of the Attorney General of Nova Scotia are the responsibility of the Director who performs the duties set out under section 4 of the Public Prosecutions Act. The PPS advances the interests of society by fostering safe communities, access to justice and respect for the law and the criminal justice system. Crown Attorneys conduct prosecutions and are responsible to the Director and, where applicable, to a Chief Crown Attorney or a Regional Crown Attorney.

The Director is also responsible and accountable to the Attorney General for the strategic direction of human resources and financial management of the PPS. This includes ensuring compliance with corporate policies, Civil Service Regulations, collective agreements, Ministerial Directives and other Acts. The Director champions and ensures the establishment of strategic goals for the PPS, including, without limitation, diversity and inclusion objectives for the organization.

This role liaises with criminal justice stakeholders and government. The Director routinely interacts with multiple divisions within the Department of Justice, including Court Services, Legal Services, Correctional Services, Victim Services, as well as the Policy and Information Management Division in relation to criminal law data and analytics.

Term:

The Director holds office, during good behaviour, for a term of seven years; the Director is not eligible to be reappointed to a further term of office.

Qualifications:

- Minimum of ten (10) years of experience as a barrister
- Must be in good standing with the Nova Scotia Barristers' Society
- Experience as a senior administrator including managing human and financial resources
- Experience in criminal law or in litigation under provincial statutes is preferred, as is experience with the law enforcement community
- Demonstrated experience leading a team of legal professionals
- Leadership skills with a focus on change management, strategic planning and relationship building
- Experience leading and supporting an organization's Employment Equity, Diversity and Inclusion initiatives and strategic planning
- Demonstrated cultural competency
- Demonstrated decision-making experience with sensitive issues
- Knowledge of the mandate of the PPS and the roles and responsibilities of the Director
- Knowledge of public policy and practice related to criminal law or offences under provincial statutes

- Must demonstrate superior communications skills, both written and oral, and the ability to act as spokesperson in dealing with stakeholders, media, public institutions, governments and other organizations
- Must be a person of excellent judgment, impartiality, high ethical standards and integrity, as well as tact and discretion

Core Functions:

- Make decisions in the exercise of prosecutorial discretion, which have significant impact for both accused persons and victims of crime
- Achieve fair and uniform prosecutorial practices through the consistent application of directives and standards established by the PPS and the Attorney General, as applicable
- Ensure Crown Attorneys have the tools necessary to discharge their functions through adequate assessment of and budgeting for operational requirements
- Ensure the continued professional competence of Crown Attorneys through performance assessments, the provision of continuing legal education and professional development and training
- Facilitate a uniform and consistent application of the criminal law through formulation and Implementation of policies and directives to Crown Attorneys
- Maintain public trust and confidence in the PPS through effective complaint resolution, effective communications, and other appropriate means
- Establish strategic Human Resources planning goals for the organization, including diversity, inclusion and employment equity initiatives, leadership development, professional development for all staff and performance planning
- Meet at least twelve times per calendar year with the Attorney General and Deputy Attorney General

Consultation: (Completed by DOJ)

Final appointment will be contingent on consultation with the Chief Justice of Nova Scotia, the Chief Justice of the Trial Division of the Supreme Court and the Executive of the Nova Scotia Barristers Society.