

Biographical notes for Jean-Michel (JM) Blais

Jean-Michel (JM) Blais has over thirty-one years of policing experience, having served with the Royal Canadian Mounted Police (RCMP), the United Nations (UN) and Halifax Regional Police (HRP) where he retired in May 2019 as Chief of Police.

He began his policing career in 1987 in the RCMP which saw him work in Québec, Manitoba, Ontario and Nova Scotia in the areas of municipal, provincial, aboriginal and federal policing. He also worked nationally as the chief adjudicator and prosecutor of the RCMP's disciplinary tribunal.

First seconded to the United Nations in Haiti in 1995 as a frontline police officer, in 2008, he returned as the Deputy Police Commissioner in charge of operations for the entire country. In January 2010, following the devastating earthquake that struck Haiti, he personally led the recovery mission of the bodies of two Canadian police officers who had perished in the earthquake. In October 2012, after twenty-five years in the RCMP, Jean-Michel retired from the RCMP at the rank of Chief Superintendent to become the fourth chief of police of HRP.

During his time in HRP, he reoriented the senior ranks of the organisation and spearheaded the development and eventual refresh of a 10-year Strategic Plan anchored in evidenced-based policing approaches. He was also involved in the community in numerous initiatives including The Salvation Army Advisory Board and the United Way Halifax Board of Directors. He was also instrumental in establishing the Halifax Regional Police Foundation. Engaged in the Canadian policing community, he sat as a director on the Board of the Canadian Association of Chiefs of Police (CACP) and continues to sit as a director on the Canadian Police Knowledge Network (CPKN).

He has two degrees, one in political science and economics from McGill University and another in law from *Université Laval* in Québec City. He has published several works on international and national police-related topics, including organised crime, Internet child pornography, human rights, the rule of law in Haiti, aboriginal law and the use of human sources in policing. He has also lectured extensively on leadership and modern police management, with emphasis on dealing with problem employees, unexpected events, the legal obligations of the employer, law enforcement sustainability, mental health and wellness in first responder organisations. Jean-Michel has also a TEDx talk to his credit, available on this webpage.

Jean-Michel's interests vary from reading and writing to cycling and hockey as a Hockey Canada Level III referee.

Upon his retirement from HRP in May 2019, Jean-Michel began offering his services to first responder and related organizations as the principal of *Empiric Consultancy Solutions* in both French and English with specific emphasis on labour relations, leadership development and managing complexity. He is currently writing a book of memoirs and lessons in leadership and complexity expected to be completed by 2022.

