



Peter Payne

Ottawa, ON

Law Enforcement Professional

Executive ♦ Instructor ♦ Investigator

Reputable RCMP Officer offering a diverse career history in law enforcement, managing operational programs and coordinating national and international investigations. In-depth management and team leadership experienced, coupled with the ability to lead a team in conducting national and international investigations.

Extensive experience in human resource management and execution, enforcement of policies and regulations, training and management of personnel, as well as utilizing effective analytical, negotiation and investigation skills.

Languages: English

Core Strengths

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| <input type="checkbox"/> Leadership & Team Building | <input type="checkbox"/> Project Management |
| <input type="checkbox"/> Coordination of major investigations | <input type="checkbox"/> Budget Management |
| <input type="checkbox"/> Training & Facilitation | <input type="checkbox"/> Human Resource Management |
| <input type="checkbox"/> Networking | <input type="checkbox"/> Risk Management |

Professional Experience

Director – Financial Crime – National HQ RCMP Ottawa, May 2018 – Present. Responsible for all program areas under Financial Crime for the Royal Canadian Mounted Police (RCMP).

- ❖ Responsible for managing the money laundering regime for the RCMP-GRC
- ❖ Responsible for the Integrated Market Enforcement Team (IMET) and leading the new direction with Joint Management Teams with the respective Provincial Securities Commissions
- ❖ Working with the Federal Dept. of Finance on implementing a new Fusion Team approach in the Anti-money laundering regime

1. Education/Professional Qualifications:

- (1) Memorial University of Newfoundland, St. John's, Nfld.
- Bachelor of Arts & Bachelor of Education, Graduated: April 1987
- (2) Memorial University of Newfoundland, St. John's, Nfld. - Business 1000: Fall 1998
- (3) SIAST, Regina, Sask. - Admin 232 - Training & Development: Winter 2003

2. Professional Development/Learning Activities:

- (1) Royal Canadian Mounted Police, Drug Awareness Presenters Course, Toronto, Ont. 90-01-26
- (2) Metropolitan Toronto Police, Drug Expert Witness Seminar, Toronto, Ont. 92-11-20
- (3) Royal Canadian Mounted Police, Police Leadership Course, Toronto, Ont. 93-04-23
- (4) Royal Canadian Mounted Police, Investigators Course, St. John's, Nfld. 96-03-22
- (5) Royal Canadian Mounted Police, Drug Investigators Course, St. John's, Nfld. 98-12-04
- (6) Royal Canadian Mounted Police, Instructors Facilitators Techniques Course, Regina, Sk. April 2000
- (7) Proceeds of Crime Course, Regina, Sk. Winter 2001
- (8) Royal Canadian Mounted Police, Source Witness Protection handler Workshop, Regina, Sk. 02-03-28
- (9) Royal Canadian Mounted Police, Completion of the Full Potential Program, Ottawa, Ont. Dec. 2006
- (10) Harassment in the Workplace, Ottawa, On. 2006-05-31
- (11) Ethics "Train the Trainer", Plano, Texas, USA, May 2011

3. Breadth of Experience/Technical Competencies:

(1) Officer in charge of the National Child Exploitation Coordination Centre (NCECC), NHQ, Ottawa. (February 2015 to May 2018)

- Responsible for the overall operations of the National Child Exploitation Coordination Centre (NCECC)
- Responsible for leading major international investigations with International police agencies with respect to child sexual exploitation.
- Responsible for the analysis, triaging, dissemination, victim identification and investigations with respect to child sexual exploitation.
- Worked closely with International partners (Interpol, Europol and International Law Enforcement) as well as Provincial and Municipal policing partners.

(2) Inspector, Executive Officer to Deputy Commissioner CAP at RCMP Headquarters, Ottawa (November 2012 – February 2015)

- Responsible for review, input and advice on grievances designated to the Deputy Commissioner as the Responsible Officer at level 1 grievance, including harassment responsible officer decisions.
- Responsible for corporate level review of special projects, ie: Plain Clothes Allowance Review
- Responsible for corporate level review and discussion policy on program issues within contract policing
- Responsible for review and maintenance of sensitive investigations, such as Section 54.1, external investigations and suspended without pay

(3) OIC Drugs and Organized Crime Awareness Services (DOCAS) – (December 2011 to November 2012)

- Responsible for the oversight on awareness and education pertaining to Drugs and Organized Crime for the RCMP
- Responsible for corporate level review and discussion policy on program issues within DOCAS

(3) Associate Ethics Advisor, Values and Ethics Office, Headquarters, Ottawa (September 2008 - December 2011)

- Provided advice to all employees on ethical dilemmas, developed and facilitated ethics education.
- Worked to ensure a continuum of ethics education for all employees throughout their careers.
- Reviewed and provided advice on integrity files and I provided advice to the Commissioner on various matters ranging from ethical considerations to matters of integrity.

(4) Major Case Manager, National Child Exploitation Coordination Centre (NCECC), HQ. (Aug. 2006 – Sep. 2008)

- Supervisor of the Major Case Unit, Undercover Unit, Victim Identification Unit and Intelligence Unit. I supervised a total of 8 employees and I was also active in several major investigations.
- Acted in capacity of the Operations NCO and the Oi/c NCECC.

(5) Job Code Project Supervisor, National Staffing Policy Directorate, HQ, (2005-12-15 to 2006-07-03)

- Created new policy pertaining to job code criteria, including Competency Based Management principles.
- Provided presentations on the revised form 2285 at the National Staffing POWPM and several training sessions pertaining to the 2006 NCO Promotion Process.

(6) Source Witness Protection Coordinator for "F" Division, Regina, Sk. (2003-11-13 to 2005-12-14)

- Responsible for all RCMP and non-RCMP witness protection activities in Saskatchewan.
- Prepared presentation on Source Witness Protection, Agents vs Informants and presented at several human source workshops held throughout the Division

(7) NCO i/c Regina GIS, Regina, Sask. (August 3, 2001 - Nov. 12, 2003)

- In charge of a five member General Investigation Section which provided assistance to 22 detachments in the southeast part of the Province.
- Lead and coordinated numerous joint projects with Regina Police Service.

(8) Facilitator - Depot, Regina, Sask. (May 2000 to August 2001)

- Instructor on three troops, instructed in all areas of the Applied Police Sciences Program
- Prepared and presented supplementary material to complement module presentations.

(9) Customs & Excise Investigator, St. John's, Nfld. (May 1999 to April 2000)

- Worked in close partnership with other provincial and federal agencies on joint ventures
- Seconded to work on a joint task force with NSIS to gather intelligence on the Russian Mafia in and around the Ports of Nfld.
- Prepared and presented a comprehensive package on smuggling activity and trends in Nfld.

(10) General Duties Investigator, Bonavista, Nfld. (June 1995 to May 1999)

- Actively participated with the local crime prevention committee on numerous community projects
- Lead the detachment in the cultivation of confidential human sources, maintained all files for these sources
- A member of "B" Division Emergency Response Team (ERT).

(11) General Duties Investigator, Clarendville, Nfld. (Oct. 1993 to June 1995)

- Investigated all criminal code offences, including major thefts, break and enters, assaults, and frauds
- Involved with the local crime prevention committee on community projects

(12) Drug Investigator, Woodstock, Ont. (April 1992 to Sept. 1993)

- The lead investigator on a three member drug unit within a seven member F.E.S. detachment
- Prepared a report for a major u/c operation and was the affiant on a Part VI application

- Obtained and executed numerous search warrants under the N.C.A. and F.D.A.
- Conducted anti-drug profiteering (proceeds of crime) investigations on several major NCA investigations.

(13) F.E.S. Investigator, Simcoe, Ont. (5 member detachment) (June 1988 to March 1992)

- Investigated all offences under all the Federal Statues, most of the investigations were for Drug offences.
- Worked on Part VI investigations and on a J.F.O. with Haldimand - Norfolk Regional Police