



UCCM ANISHNAABE POLICE

EMPLOYMENT OPPORTUNITY

POLICE CONSTABLE

Term: Full-time

Rank: Experienced or New Recruit

Salary: Commensurate with UCCM PS Salary Grid

Posting closing date: February 5th, 2021 at noon.

The UCCM Anishnaabe Police (UCCM AP) has approximately 32 employees (both sworn Officers and Civilian staff) that are committed to ensuring that the communities of Mnídoo Mnising is a safe place to work and live. The First Nation communities that UCCM APS serves are rapidly growing. To keep up with this growth, UCCM AP is growing as well. Today, the UCCM APS personnel are getting enhanced training, additional education, and more diverse than at any other time in history. We are proud to have an engaged workforce that is committed, motivated, and efficient.

UCCM Anishnaabe Police is a First Nation police organization that encourages creativity, innovation, exploring new ways of working and implementing better processes to increase output. Our technological capabilities and ever growing advancements will allow officers and support staff to be better equipped and intelligence-led when problem-solving and dealing with day-to-day responsibilities.

The ideal candidate should:

- Must demonstrate the knowledge or willingness to learn the Anishnaabe customs, culture, and language.
- Excellent interpersonal skills.
- Ability to multi-task on all occasions.
- Excellent written and verbal communication skills.
- Excellent analytical skills in a variety of environments and situations.
- Ability to work independently and within a team; and to manage time efficiently and effectively.
- Strong computer skills to learn a variety of software applications, and proficient in Microsoft Office software applications.

Some responsibilities include:

The duties of this position are extremely varied and unpredictable, involving many physical and mental challenges.

- Interact formally and informally with the community to provide information, advice, and education which will assist and promote public safety and awareness.
- Respond to calls for service and perform routine patrols, confront, and resolve emergency and non-emergency situations in a manner that protects lives and property maintains public order, and aids all those involved.
- Demonstrate professionalism and cultural sensitivity when providing assistance and/or communicating with the public.
- Enforce laws, investigate offenses and when appropriate, arrest offenders.
- Prepare information and cases for court.
- Prepare and submit reports both verbal and written, concerning investigations and police service activities in a timely & complete manner.
- Actively identify problems in the community, prepare reports which encompass multiple solutions, and take an active role in resolving these issues.
- Interaction with the entire spectrum of the community is required.
- Working on weekends and holidays is required. Shift work is also mandatory.

Qualifications:

- Be at least 18 years of age or older.
- Be a Canadian Citizen or Permanent Resident and legally work in Canada.
- Be in good health and meet the physical, mental, and medical requirements of the UCCM PS.
- Be of good moral character and habits.
- Have never been convicted of a criminal offense, or if convicted, have received a full pardon/record.
- Must hold an Ontario Secondary School Graduation Diploma (Grade 12) or equivalent. *Preference is given to those with post-secondary education.*
- Possess vision which is no worse than 20/40 (6:12) both eyes combined, and correctable to 20/20 (6:6) with glasses or contact lenses. No degree of red/green color deficiency. You **MUST** be at least six months post-operative of any vision correction surgery. Applicants may be required to provide additional documentation on vision stability and night vision.
- Possess hearing within the normal range, unaided. Hearing loss must be no worse than twenty-five (25) decibels between 500 Hz and 3000 Hz, or no more than forty-five (45) decibels at 4000 Hz, as measured by an audiometer.
- Possess a valid Class "G" driver's license with full non-restricted driving privileges with a good driving record. *Before employment, a valid Ontario driver's license will be required.
- Valid Standard First Aid and CPR certificate.
- Commitment to the principles of community-based policing.
- Demonstrate a commitment to health and physical fitness.

EXPERIENCED POLICE OFFICER

UCCM Anishnaabe Police Service hires experienced officers for lateral entry. Therefore, the application process is shorter than that of a recruit and can be expedited. RCMP clearance and a working knowledge of First Nation's policing and culture is considered an asset.

NEW RECRUIT

Successful candidates for the position of Police Constable will be hired as Recruit Constables. This is the entry-level position for all police officers in UCCM Anishnaabe Police Service. Experience and training gained as a patrol officer lays the foundation for every other police position or rank in the organization. Those with previous police experience will be considered on an individual basis. Working knowledge of First Nation's policing and culture is considered an asset.

*If the successful candidate is a recruit, recruit training will be provided at the Ontario Police College in May 2021.

To apply for this position, applicants must:

- Complete and submit Police Constable Application Form (refer to UCCM Anishnaabe Police website), along with all documentation requested on the application form
- Include a letter of interest/cover letter, resume, and references

Mail-in applications can be sent to:

Confidential: Human Resources
UCCM Anishnaabe Police Service
5926 Hwy 540, Box 332
M'Chigeeng, ON P0P 1G0

Or via email to andrea.mcgregor@uccmpolice.com
Subject: Employment Opportunity: Police Constable

For questions about this employment opportunity and a detailed job description, please contact Andrea McGregor, Human Resources Administrator at 705.377.7135, or andrea.mcgregor@uccmpolice.com

A detailed job description is available upon request. We would like to thank all applicants who apply; however, only applicants selected for an interview will be contacted.

Given the traditional teachings of the Anishnaabe people, from time-to-time, the burning of sacred medicines including tobacco, sweet grass, sage, or cedar may occur in this workplace.