



RAMA POLICE SERVICE

POLICE CONSTABLE RECRUIT

&

EXPERIENCED OFFICERS ENCOURAGED TO APPLY

Posting Date: January 2nd 2026

Closing Date: February 23rd 2026 @4:30pm

If you are committed to working collaboratively to prevent crime and improve public safety within the Chippewas of Rama First Nation, then this opportunity in policing could be right for you.

Who We Are

We are a progressive, community-oriented police service that is committed to protecting the safety of the Chippewas of Rama First Nation community with honour and respect. We are responsible for policing residential areas, community organizations and businesses, which includes surrounding waterways. We are committed to a healthy and sustainable workforce and are dedicated to employee engagement and well-being. We offer a competitive compensation and benefits package comparable to other police services in the province of Ontario.

We are guided by these principles:

- Act with humility by recognizing that we do not hold all the answers and we can learn something new from others.
- Treat all with dignity, respect and compassion.
- Promote and exercise fair, courteous and impartial judgement.
- Evolve through continuous learning, self-awareness and improvement.
- Create and maintain strong community partnerships through outreach and education.
- Demonstrate courage in the face of danger and uphold the law with integrity.
- Operate with accountability and transparency.
- Speak the truth, never compromising values or standards.

We are proud to serve the Chippewas of Rama First Nation, Ojibwe peoples and part of the Three Fires Confederacy along with the Odawa and Pottawatomi Nations.

Who You Are

In order to serve all community members with dignity and respect, you are honest, accountable, caring and committed to upholding the law and keeping people safe.

You approach community policing as an opportunity to build relationships with all members of the community, whether that be visiting the early childhood education centre, the elementary school

or the seniors Centre, to name a few, and by actively engaging others at community activities and events.

You are culturally intelligent, understanding the culture and teachings of the Anishnabeg and would be proud to serve the Chippewas of Rama First Nation.

You have a solid understanding of and sensitivity to the experiences of Indigenous people, the impact of colonialism and are appreciative of the intersectional identities that exist amongst Indigenous people.

You possess good verbal and written communication skills and proficient using computer systems to conduct data entry, report writing and communications, including MS Word, Excel and Outlook.

You meet the minimum qualifications as outlined by the Constable Selection System (CSS):

- A Canadian citizen or permanent resident of Canada.
- At least 18 years of age or older.
- Possess an Ontario Grade 12 Diploma or it's equivalency.
- No criminal convictions for which a pardon has not been granted or an absolute/conditional discharge that has not been sealed.
- A class 'G' driver's licence in good standing.
- Physically and mentally able to perform the duties of the position, having regard to personal safety and the safety of members of the public.
- Be of good moral character and habits, meaning being an individual other people would look upon as being trustworthy and having integrity.
- Currently certified in Standard First-Aid and C.P.R. (level "C").
- Able to pass Medical, Vision, Psychological, Security, and Financial Assessments and a detailed Character Investigation.

What You Will Do

Once you are deemed to have met all of the qualifications, complete training and are sworn in, you will be further developed/mentored and ultimately be responsible to:

- Enforce laws, ensuring the safety of the community by responding to emergencies, providing assistance to victims and preventing involvement in crime.
- Build relationships with the community while helping to contribute to the health and safety of others, especially with those who are vulnerable.
- Create community awareness through crime prevention and intervention initiatives.
- Conduct investigations by interviewing suspects, witnesses and collecting evidence.
- Participate in and testifying at court hearings.
- Process incident reports with accurate detail and factual information.
- Participate in community safety programs such as DARE, RAD, cybercrime education, seniors' programming, R.I.D.E., etc.
- Laying charges and apprehending criminals and other offenders who may lawfully be taken into custody.

- Referring individuals to community services and/or our Crisis Response & Employee Wellness team member.

How to Apply

A full application must be submitted. This includes:

- Application Forms*
- Cover Letter, Resume
- Copy of your valid Ontario Drivers License
- Written Consent to Security Clearance Check
- Copy of Ontario Chiefs of Police (OACP) Certificate of Results (C.O.R) which is part of the Constable Selection System (CSS) process found here: www.oacpcertificate.ca including all supporting documents
- Copy of First Aid / CPR Certification

*Application forms can be obtained at either the Rama Police Service office or on-line at www.ramapolice.ca.

As an Indigenous based police service, all persons with Indigenous ancestry are encouraged to apply.

We are committed to an inclusive and barrier-free environment for all of our candidates and employees. Should you, at any time, have an accessibility need or have any questions regarding the recruitment process, please contact us at (705) 325-7773.

Submit your full application, marked "CONFIDENTIAL" to:

Rama Police Recruitment
7450 Williams Road
Rama, Ontario L3V 6H6

Phone: (705) 325-7773 Fax: (705) 325-4522
Hours: Monday – Friday – 8:30 am to 5:00 pm

"A safe community protected and policed with honour and respect"