

Professor, Police Foundations

Type of Position	Faculty	Job ID	3395
Department	School of Health & Community Services	Full/Part Time	Full Time
Campus	Sutherland	Regular/Temporary	Regular
Location	Peterborough	Hours Per Week	44
Date Posted	2026-10-05		
Date Closed	2026-10-19		

What Are We About:

Fleming College respectfully acknowledges that we are situated on Michi Saagiig Anishinaabeg lands and territory. Located in the heart of Central Ontario, Fleming College has campus locations in Peterborough, Lindsay, Cobourg and Haliburton. Named for famous Canadian inventor and engineer Sir Sandford Fleming, the college features more than 80 full-time programs in Arts and Heritage, Business, Environmental and Natural Resource Sciences, General Arts and Sciences, Health and Wellness, Community Services, Skilled Trades and Technology, and Continuing Education. Fleming College has more than 8,500 full-time and 445 part-time students, and 95,000 alumni.

What This Position is About:

We are currently recruiting a Full-Time Professor for the [Police Foundations Program](#). In this program, you will provide students with an in-depth knowledge of contemporary policing, community safety, crime prevention, mental health and crisis response, justice systems, and community partnership approaches that support safe and inclusive communities.

What We Are Looking For:

You possess a relevant combination of advanced education and current, progressive professional experience as a police officer. You bring a strong commitment to student success and are capable of teaching across a broad range of subjects aligned with the evolving Policing and Community Safety curriculum.

You have demonstrated experience as a police officer in contemporary policing, community safety practices, including areas such as community engagement, crisis intervention, mental health response, equity, diversity and inclusion, risk assessment, conflict resolution, public safety partnerships, and collaborative approaches to crime prevention.

Education Requirement:

A completed Master's degree in a relevant discipline is required. Relevant fields may include law, criminology, crisis intervention, policing (federal or provincial), sociology, or a closely related discipline. A doctoral degree is considered an asset.

Professional Experience:

A minimum of 3-5 years of progressive professional experience as a police officer in law enforcement, federal, provincial or regional. Experience should demonstrate an understanding of the changing role of policing and public safety in contemporary communities and the ability to connect professional practice to student learning.

Experience in one or more of the following areas is considered an asset:

- Community-based policing and public safety initiatives
- Mental health and crisis response
- Equity, diversity, inclusion and Indigenous community engagement
- Crime prevention and community well-being
- Investigations and intelligence-led policing
- Emergency management and incident response
- Inter-agency collaboration and community partnerships

Teaching and Student Engagement:

Post-secondary teaching experience is preferred. Candidates should demonstrate a commitment to student-centred learning, experiential education, inclusive teaching practices, and the integration of current industry trends into the classroom. Experience with curriculum development, program renewal, and learning technologies is considered an asset.

Communication:

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Superior interpersonal and communication skills, including the ability to deliver and receive feedback, as well as well-developed critical thinking/problem-solving, and organizational / time management skills are required. The ideal candidate will demonstrate a commitment to lifelong learning as a dual professional, fostering relationships and connections while providing accessible, inclusive, superior service to students.

Computer Proficiency:

You are proficient working with a variety of computer applications including Microsoft Excel, word processing, spreadsheets, e-mail, internet search, learning management systems and online learning applications. Additional computer proficiency will be relative to the knowledge required for the programs of study.

For More Information:

Please see the [Professor Definition](#) and the [Guidelines for Professional Practice - Faculty](#)

Salary Range:

As per the Full-Time Professors, Counsellors and Librarians Compensation Structure

Explore Fleming College:

Explore what Fleming College has to offer and the beautiful communities we are surrounded by. Check out [Life@Fleming](#).

CAAT Pension Plan:

We want to help our employees build a secure future for themselves and their loved ones. As an employee, you have access to a defined benefit pension through the CAAT Pension Plan that provides you with a predictable lifetime retirement income, survivor benefits, early retirement options without the stress of managing it yourself and making investment decisions. Explore a career choice with a pension at [CAAT Pension Plan](#).

Please Note: Academic Staff

Where a vacancy of a full-time position in the bargaining unit occurs consideration will be given to internal employees in accordance with our Academic Collective Agreement.

How To Apply

Internal Candidates: apply through [My Campus](#) by visiting the Career Opportunities page.

External candidate: apply by visiting the [Fleming Careers Page](#).

Equity, Diversity & Inclusion and Accessibility:

Fleming College is committed to building diverse, equitable, inclusive, and accessible learning and working environments. Our mandate is to challenge societal inequities to achieve a cultural climate of inclusion, belonging and psychological safety. We are committed to being a welcoming place for all, where the needs of our diverse populations are met, and varying perspectives enrich our communities.

We welcome those who would contribute to the further diversification of our community including, but not limited to, women, racialized persons, Indigenous peoples, persons with disabilities, and persons of any sexual orientation or gender identity to apply.

The College provides support in its recruitment processes to all applicants who require accommodation due to a protected ground under the Ontario Human Rights Code, including those with disabilities. Candidates requiring accommodation during the recruitment process should inform our Human Resources staff what support(s) you may require to ensure your equal participation.

Further information regarding [Fleming College's Accessibility Policy](#).

To obtain a copy of this document in another format please e-mail accessibility@flemingcollege.ca.