



WIKWEMIKONG TRIBAL POLICE SERVICE

Crime and Drug Unit

INTERNAL & EXTERNAL POSTING

Position:	Detective Sergeant – Crime and Drug Officer (1) Permanent Full-Time
Location:	Wikwemikong Tribal Police Service
Responsible To:	Division Commanders and Inspector
Salary:	Salary will be commensurate with years of service and relevant experience, in accordance with WTPS sergeants pay scale + \$5,000 Northern Incentive Compensation Enhancement (NICE)
Benefits:	Comprehensive Group Benefits Package and \$3,000 Health/Wellness Spending Account – Fully Paid by the Employer

The Wikwemikong Tribal Police Service is accepting applications from a police officer who has served or is currently serving with the Wikwemikong Tribal Police Service, or currently serving in a Canadian Police Service, or is within 2 years of retiring from a Canadian Police Service and has completed the probationary period, to make application for the Detective Sergeant, who will provide operational supervision and coordinate crime prevention within the Wikwemikong Unceded Territory.

Summary of Duties:

- Liaises with frontline members to promote and maintain an ongoing flow of information and partnership between uniform and crime unit personnel. Provides advice and guidance to all officers involved in criminal investigations within the assigned area.
- Lead investigations of major crimes and provide guidance to officers involved.
- Foster collaboration between uniform and crime unit personnel; maintain effective information flow.
- Support WTPS crime management plans; monitor crime trends and develop strategies to address issues.
- Implement and evaluate crime prevention initiatives.
- Prepare detailed administrative, investigative, and statistical reports; keep Chief of Police or designate, informed of ongoing investigations.
- Coordinate investigative resources.
- Build relationships with internal and external partners, including other police agencies, Crown Attorneys, Coroners, medical personnel, victim services, and Wikwemikong community organizations.
- Supervise and develop staff; identify training needs and communicate legislative updates.
- Manage performance evaluations, career development plans, and recognition programs.
- Ensure compliance with DNA Data Bank, Power Case, VICLAS, and Sex Offender Registry requirements; monitor high-risk offenders.
- Monitor high-risk offenders and recommend community notification strategies.
- Conduct surveillance and undercover operations as directed.
- Provide expert court testimony when required.
- Support and mentor other officers involved in drug enforcement and investigative work.
- Ensure compliance with all policies, procedures, and ethical standards of the Wikwemikong Tribal Police Service.
- Handle investigations that meet a certain threshold and assisting with major incidents.
- Perform other duties as assigned.

Summary of Qualifications:

- Personnel records must indicate exemplary status with no form of discipline in the past 12 months.
- Knowledgeable and respectful of the Wiikwemkoong culture, language, and traditions.
- Thorough knowledge of the Criminal Code, Controlled Drugs and Substances Act, Cannabis Act, and related Federal/Provincial legislation.
- Understanding of current case law and judicial decisions affecting the administration of justice.
- Knowledge of Major Case Management (MCM) principles and investigative file management.
- Knowledge of victim assistance programs and protocols.
- Strong investigative and analytical skills, with the ability to manage multiple projects.
- Demonstrated skill in note-taking, report writing, and Crown brief preparation.
- Effective interpersonal communication, discretion, and teamwork abilities.
- Supervisory ability to manage performance, coach, and mentor staff.
- High level of integrity, professionalism, and commitment to community policing and cultural awareness.

Education and Experience Preferences

- Successful completion of Ontario Police College Basic Constable Training
- Completion of Criminal Investigators Training and/or General Investigative Techniques Course
- Experience in conducting drug or organized crime investigations is an asset.
- Experience working with confidential informants and preparing judicial authorizations preferred.
- Course considered an asset: Search Warrant Course, Major Case Management Course, Interviewing and Interrogation Techniques Course, Informant Development Course, and Warrant Entry Course.
- Proficiency in software such as Word, PowerPoint, Power Case, Windows, and Niche.
- Knowledge and experience in the following skills:
 - Criminal Investigative Techniques, Sex Assault Investigations, Child Interviewing, Investigation of Sexual Offences Against Children, Search Warrant, Major Case, Management, Interviewing, and Interrogation Techniques.

Judgement

- Operate independently, with access to investigative specialists for advice.
- Exercise sound judgment in personnel recommendations, performance assessments, training needs, operational decisions, and whether to lay charges.

Accountability

- Coordination: Ensure quality and effectiveness of criminal investigations.
- Human Resources: Lead and supervise staff during investigations.
- Impact of Errors: Failure to provide effective coordination and leadership may result in increased crime trends, unsuccessful prosecutions, reduced efficiency, and excessive costs, undermining WTPS crime program objectives.

Qualifications

- Knowledge of First Nation, provincial, and federal laws; WTPS structure; and local culture.
- Expertise in criminal investigation techniques and case management.
- Strong computer, analytical, organizational, and communication skills.
- Ability to work independently and in teams, exercise sound judgment, and maintain confidentiality.

Eligibility

- At minimum, be confirmed at the rank below the position being advertised.
- Members with a record of formal discipline on file within the past (1) year from date disposition or who are currently serving a disciplinary demotion are not eligible to apply.
- Members with other records of discipline (formal or informal), Respectful Workplace/Workplace Violence Prevention Policy matters, will be considered as part of a holistic assessment of the requirements of this position prior to final selection.

Application Process

- Internal Applicants: Submit a letter of interest and updated resume to Richard Flamand, Human Resources Manager by January 19th, 2026 at 2:00 p.m.
- External Applicants: Submit a letter of interest and resume to Richard Flamand, Human Resources Manager, richard.flamand@wtps.ca by January 19th, 2026 at 2:00 p.m.

We thank you for your interest in our growing and vibrant police service. For research and information about the Wikwemikong Tribal Police Service, please refer to our website at www.wtps.ca, WTPS LinkedIn, Instagram, Facebook, X (Formerly Twitter), and traditional social media forms.

Documents required to apply for the position will be a detailed cover letter outlining how you meet the position requirements, a current resume demonstrating qualifications, experience, and training. Copies of relevant course certificates (to be submitted with you application package).

Richard Flamand, Human Resources Manager
richard.flamand@wtps.ca

Deadline for this employment opportunity is January 19th, 2026 at 2:00 pm