



# BRANTFORD POLICE SERVICE SWORN POSITION

## Job Posting: Experienced Officers

## Posting Type: External

The City of Brantford ([www.brantford.ca](http://www.brantford.ca)) serves a community of over 100,000 residents and is committed to delivering services in a way that earns the trust, respect, and confidence of our community. The Brantford Police Service recognizes the value in hiring experienced officers who are wishing to continue their career for our community. The Brantford Police Service is a proud equal opportunity employer and very progressive in nature.

The Brantford Police Service is currently accepting applications for Experience Officers.

Please know that a candidate's previous policing experience is recognized for the purposes of salary classification and vacation entitlement. Seniority date shall be defined as the length of continuous service with the Brantford Police Service. Seniority date is used during the selection of annual leave and in the event of a layoff.

Members begin receiving benefits on the first day of employment and all members are required to contribute to the OMERS Pension Plan. Police Service Premium Pay is calculated as continuous service with the Brantford Police Service.

Should you have any further questions, please feel free to contact P.C. Shane Seibert, Recruiting Officer at (519) 756-0113 x 2204 [sseibert@police.brantford.on.ca](mailto:sseibert@police.brantford.on.ca) or P.C. Jaime Price, Recruiting Officer at (519) 756-0113 x 2401 [jprice@police.brantford.on.ca](mailto:jprice@police.brantford.on.ca)

Steps for applying to our Service if you are a Police Officer serving in Canada, the RCMP, or with the Military Police and have completed your probationary period include:

Step 1: Interested applicants are invited to complete the [Brantford Police Service Application Form](#). Once completed, please click on the link below to upload the application with your resume/cover letter.

<https://brantfordpoliceservice.bamboohr.com/careers/50> (Apply to this Job)

Step 2: If selected to move forward the Recruiting Officer will contact you and set up a meeting to discuss your application, experiences and skill sets.

Step 3: Complete Candidate Confidential History Form, Waiver of Collection of Personal Information, Ontario Association of Chiefs of Police Pre-background and Brantford Police Service Supplemental Pre-Background Questionnaires. Candidates will also be required to provide proof that they have obtained their fitness pin within the past twelve months.

Step 4: Panel Interview, once your resume and completed forms outlined in Step 3 are evaluated, you may be contacted to attend an interview with up to three Senior Officers. This competency interview will be approximately sixty (60) minutes and will provide you with an opportunity to demonstrate how you display the essential competencies of a police officer through your day-to-day experiences.

Step 5: Completion of psychological written tests (MMPI-3 & 16PF) and one-on-one interview with Service psychologist.

Step 6: A background investigation will commence. We will only contact your current police service once all other references have been interviewed. Candidates will be required to provide copies of their last three performance evaluations at the outset of this stage.

Step 7: A medical evaluation will be conducted by our Service physician.

Step 8: The candidate will be assessed overall and in comparison to other candidates before a job offer is made to the most suitable candidate(s) applying for the position(s).

Personal information submitted will be used only for the purposes of this competition in accordance with the Freedom of Information and Privacy Act. **The Brantford Police Service invites and encourages applications from all qualified individuals, including from groups that are traditionally under-represented in employment who may contribute to further diversification of our Service.**