



GANANOQUE POLICE SERVICE

IS ACCEPTING APPLICATIONS FOR THE POSITION OF POLICE CONSTABLE

This position offers a rewarding career in law enforcement while enjoying the benefits of the 1,000 Islands.

Recruit Constable applicants must meet the minimum requirements as outlined in the Police Services Act and successfully passed the OACP Constable Selection System.

Experienced Constable applicants must be currently serving police officers in the Province of Ontario or the Royal Canadian Mounted Police.

Applications must provide proof of a valid Class "G" Drivers Licence, First Aid and CPR, participate in Medical and Physical testing requirements, and subject to a background check.

The Ontario Association Chiefs of Police - Ontario Constable Selection System will be followed throughout the recruiting process.

Cover Letter, Resume, and supporting documentation to be forwarded to:

Rhonda Robeson
Administrative Assistant
Gananoque Police Service
340 Herbert Street, Gananoque, Ontario K7G 1R1
or
rrobesson@gananoquepolice.com

On or before
Friday, September 30, 2022 @ 2:00PM



Police Constable – Recruit / Experienced

The Gananoque Police Service recruitment process reflects and demonstrates a commitment to our core values of Respect, Integrity, Professionalism, Partnership, Leadership and Excellence. We are committed to ensuring an equitable process with the goal of achieving a representative workforce of the diverse community we serve.

Gananoque Police Service is proud to serve the it's community of 5,200 residents. We have a dedicated workforce of sworn officers and civilian staff. Our members are guided by the mission and values of the Gananoque Police Service. We are committed to achieving our vision of being among the most progressive, efficient and effective community-oriented police services by developing, supporting and engaging our members.

Position Overview

Under the direction of the Patrol Division, the Police Constable - Patrol is responsible for conducting proactive police initiatives and enhancing the image of the Gananoque Police Service with the community at large. To provide support, assistance and leadership to other members within the Gananoque Police Service and community; to liaise with other police agencies and non-police agencies as required and other duties as may be assigned. Provide for public safety by maintaining order, responding to emergencies, protecting people and property, enforcing motor vehicle and criminal laws.

Responsibilities

- Be knowledgeable of, and enforce, the Criminal Code, relevant Provincial statutes and Municipal by-laws.
- Investigate criminal complaints, apprehend offenders, lay charges, participate in prosecutions, execute warrants.
- Provide leadership and professional support to colleagues and the community.
- Investigate allegations of unlawful activity consistent with the provisions of Adequate and - Effective Policing regulation of the Police Services Act and the Core Values of the Gananoque Police Service.
- Notify witnesses and victims of proceedings and prepare them for court.
- Record facts to prepare reports, documenting incidents and daily activities.
- Testify in court to present evidence or act as witness in traffic and criminal cases.
- Use good policing techniques to contribute positively to integrated justice system.
- Patrol designated areas responding promptly to calls for assistance.
- Monitor, note, report, and investigate suspicious persons and situations, safety hazards, and unusual or illegal activity in patrol area.
- Enforce traffic rules and respond to driving complaints issuing citations or warnings to violators; directing traffic and rerouting in case of emergencies.
- Process prisoners, and prepare and maintain records of prisoner bookings and prisoner status during booking and pre-trial process.
- Perform daily administrative activities such as maintaining information files, processing paperwork, documenting activities.
- Interact with the Community to build and strengthen working relationships between police and public.
- Be cognizant of and make suggestions relating to directives and training relative to criminal investigations.
- Prepare crown briefs for court presentation consistent with current legislation and case law.
- Execute R.I.D.E. programs.
- Resolve conflicts and negotiate with others.
- Act as official escorts for parades, funeral processions, or events.
- Collect, tag and storage of seized and found property.
- Obtain and store supplies.
- Perform such other duties as assigned.

Please note these duties represent a typical position and are not to be construed as all-inclusive. This position may be modified at any time and also after regular evaluation periods.

Qualifications – Recruit Officer

- College diploma, university degree, or Grade 12 diploma and military experience.
- Basic training is required at Ontario Police College post-hire.
- Valid OACP Certificate, Ontario Driver's Licence, C.P.R and First Aid Training required.
- Experience with computer and computer systems to enter data or process information.
- Strong written and verbal communications skills with the ability to articulate detail.
- Excellent interpersonal and active listening skills.
- Excellent judgment and decision making, considering the relative costs and benefits of potential actions to make the appropriate decision.
- Possess strong critical thinking skills, using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Solid negotiation skills; ability to bring people of diverse experience and backgrounds together to try to reconcile differences.
- Professional driving skills and experiences.
- Strong organizational/time management and multitasking skills.
- Must be self-driven, motivated and able to work under minimal supervision.
- Must possess creative and innovative analytical skills.
- Ability to work well with community agencies, victims groups and members of the criminal justice system.
- Must be exceptionally alert, discrete and self motivated.
- Strong public speaking and meeting facilitation skills.
- Adaptable to assignment changes; working irregular and flexible hours including nights, weekends and holidays.

Qualifications – Experienced Officer

Eligibility:

- Minimum 4th Class Constable.
- Currently working as a police officer in the Province of Ontario or the Royal Canadian Mounted Police
- Strong written and verbal communications skills with the ability to articulate detail.
- Excellent interpersonal and active listening skills.
- Excellent judgment and decision making, considering the relative costs and benefits of potential actions to make the appropriate decision.
- Possess strong critical thinking skills, using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
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Employment Equity

The Gananoque Police Service hire on the basis of merit and are committed to reflecting the diversity of the Town of Gananoque and Canada. We are committed to non-discriminatory, barrier-free and accessible employment practices in compliance with human rights legislation and the Accessibility for Ontarians with Disabilities Act (AODA). Should you require accommodation through any stage of the recruitment process, please indicate this in your cover letter or contact Rhonda Robeson at 613-382-4422, ext 2224.

Although we appreciate all applications, only those selected to participate in the selection process will be contacted.