

STRATFORD POLICE SERVICE

POSTING

The Stratford Police Service is inviting written applications for the position of:

CASUAL PART TIME – EXPERIENCED POLICE CONSTABLE

This position offers the successful candidate the opportunity for a rewarding career in law. The Stratford Police Service recognizes the value in hiring experienced officers who wish to continue their career for our community.

PURPOSE OF POSITION

Report directly to their Platoon Staff Sergeant and to interact formally and informally with the community to provide information, advice, and education, which will be of assistance and promote public safety.

By responding to assigned calls for service and providing victim assistance, community policing, and performing routine patrol duties, the incumbent shall confront and resolve emergency and non-emergency situations in a manner that protects lives and property, maintains public order, and provides assistance. Casual Part-Time Experienced Constables shall enforce laws, investigate offences and when appropriate, arrest offenders, lay information's and prepare cases for court. Incumbents shall also prepare and submit timely and complete verbal and written reports concerning investigations and police service activities.

The duties of this position are extremely varied and unpredictable and require interaction with the entire spectrum of our community. Experience and training gained as a patrol officer is fundamental to virtually every other police position or rank within the Stratford Police Service.

Casual Part-Time experienced Constables shall, in the performance of duties, respect and protect human dignity and maintain and uphold the human rights of all persons.

SUMMARY OF DUTIES AND RESPONSIBILITIES

- Respond to assigned calls for service
- Confront and resolve emergency and non-emergency situations in a manner that protects lives and property
- Maintain public order and provide assistance
- Enforce laws, investigate and when appropriate, arrest offenders, lay information and prepare cases for court
- Prepare and submit timely and complete verbal and written reports concerning investigations and police service activities
- Actively identify problems in the community and take an active role in resolving these problems

- Submit regular progress reports
- Carry on duties in accordance with the applicable provisions of the Police Services Act and other lawful assignments
- Be accountable to supervision
- Perform such other duties as are lawfully assigned

NOTE: The duties listed are not set forth for the purpose of limiting the assignment of work. They are not to be construed as a complete list of the many duties to be performed under the position title or those to be performed temporarily outside an employee's normal line of work.

KNOWLEDGE

- Working understanding of relevant legislation
- A thorough understanding and good working knowledge of the organizational structure, Written Directives, General Orders, and practices within the Service, as they pertain to the duties performed

SKILLS

- Strong oral and written communication and interpersonal skills
- Computer literate in C.A.D., RMS, Niche, and Microsoft Office applications
- Demonstrated communication skills
- Time-management and organizational skills
- Demonstrated proficiency in the operation of any assigned special vehicles

ABILITIES

- Ability to exercise good judgment and make good creative decisions
- Ability to problem solve
- Must also be flexible, tolerant
- Ability to observe, retain and prepare clear, concise, and accurate reports and operate general office equipment
- Ability to communicate effectively with people at all levels of comprehension and to handle the public with courtesy and authority
- Ability to work in a team setting with minimal supervision
- Ability to multi-task and produce work under strict and definitive deadlines
- All other qualifications the position justifies

REQUIREMENTS

- Be a Canadian citizen or permanent resident of Canada
- Be at least 18 years of age
- Be physically and mentally able to perform the duties of the position, having regard to your own safety and the safety of members of the public
- Have obtained a secondary school diploma or its equivalent

- Be of good moral character and habits, meaning that you are an individual other people would look upon as being trustworthy and having integrity
- Casual Part-Time Police Officers must have a minimum of five (5) years of full-time experience as a sworn Municipal, First Nations, or Provincial police officer in Ontario, or an RCMP officer. They must have worked in that capacity for five (5) years preceding their appointment by the Board. They must have successfully completed the Basic Constable Training Program at the Ontario Police College or equivalent policing program and must have left their most recent police employer in good standing (i.e., must not have any disciplinary record, outstanding charges/investigations (PSA/Criminal Code/HRTO) and the last three consecutive performance appraisals must be positive.)
- Casual Part-Time Police Officers shall not be a part-time or full-time member of any other police service at the time of hire by the Stratford Police Service
- Casual Part-Time Police Officers shall be subject to a contract of not more than one (1) year. Extensions will be based on annual performance reviews.
- Have no criminal convictions for which a pardon has been granted
- Possess a valid driver's licence with no more than six accumulated demerit points
- Have current certification in CPR and first aid by the time the offer of employment is given
- Be able to pass a security clearance, psychological assessment, a background investigation, and a credit and reference checks
- Be able to pass the Fitness PIN Test

COMPENSATION

Casual Part-Time Experienced Constables will be paid as a Second Class Constable (on an hourly basis) plus 10% in lieu of benefits.

Applicants must include:

- Completed Application
- Cover Letter
- Resume
- Current First Aid Certificate
- Current CPR Certificate
- Valid Ontario Driver's Licence
- Copy of OACP Certificate or equivalent

The Stratford Police Service is committed to building a culture where difference is valued. The more inclusive we are, the better our work will be on behalf of the community we serve. We are committed to continuously improving our systems, policies, and practices to remove barriers, promote respect and ensure our employees, in all their diversity, can succeed. We encourage and welcome qualified applicants with a diverse range of perspectives, skills and lived experience to apply.

Please mail or hand deliver completed applications to Stratford Police Service, 17 George Street West, Stratford, ON N5A 1A6 OR email to recruitment@stratfordpolice.com by 1400 hours on March 10, 2025.

Only those chosen for an interview will be contacted.