


Police Cadet		
	<b>Status</b>	Full Time – 2 Year Contract
	<b>Internal or External</b>	External
	<b>Department</b>	Hamilton Police Service
	<b>Salary</b>	\$22.29 Hourly
	<b>Posting Date</b>	November 19, 2024
	<b>Closing Date</b>	February 28, 2025
	<b>Location</b>	Central Police Station, 155 King William Street, Hamilton, Ontario
	<b>Hours of work</b>	12-hour shift rotation, 24 hours/day, 365 days/year. Must be clear to work a maximum of 40 hours per week and ability to work on statutory holidays
	<b>About the Service</b>	

Serving a population of 787,000 residents, the Hamilton Police Service has made a commitment to work in partnership with the community and continue to focus on providing public safety accountability and value to its citizens. With an authorized strength of over 1,200 staff, the Hamilton Police Service is committed to the highest standards of integrity and professionalism.

### About the Role

#### Job Summary

The primary purpose of the Hamilton Police Service Cadet Program is to provide a bridge for young adults, ages 18-25, between the completion of their education and their readiness for a career in policing by developing the competencies, skills, and abilities for future Police Constable Candidates.

*Note: This is a temporary full-time position. Employment with the Hamilton Police Service as part of the Cadet Program does not guarantee employment (in any capacity) after the term expires.*

#### General Duties Include (but are not limited to):

- Assist Police Officers, Special Constables, and Civilian personnel with a variety of tasks within the organization.
- Participate in community events.
- Mentoring with patrol officers to develop basic constable skills
- Assist specialized units within the Investigative Service Division
- Roles within the Victims of Crime Unit
- Assist in custody by processing prisoners and facilitating the court process
- Complete training as required and assist in facilitating training for other members
- Variety of customer service and administrative duties
- Performing other positions/duties deemed to be learning opportunities by HPS as directed

#### Competencies:

Analytical Thinking	Self-Confidence	Communication	Flexibility
Self-Control	Relationship Building	Physical Skills/Abilities	Dealing with Diversity
Achievement Orientation		Teamwork	Resiliency

## Requirements & Recruitment Process

### Education

- Minimum grade 12 Diploma (or equivalent); Post-Secondary education is considered an asset

### Requirements

- Be between the ages of 18-25 years of age
- Canadian Citizen or Permanent Resident of Canada
- Valid G2 class license for a minimum of 6 months
- Valid Standard First Aid and CPR (Basic Rescuer Level C) certification (must be obtained before offer of employment)
- No criminal record/convictions for which a pardon has not been granted
- Must be physically and mentally able to perform the job, having regard for their own safety and the safety of members of the public, and maintain a good level of physical fitness
- Meet medical, vision, and hearing standards outlined by the constable selection system
- Advanced English communication and comprehension skills; additional languages are an asset

### Recruitment Process

- Resume and Cover Letter
- Personal Information Questionnaire [PIQ] & Pre-Employment Security Check (Submitted Online)
- PREP (Physical Readiness Evaluation for Police) Test/Shuttle Run
- Cadet Interview
- Background Investigation
- Psychological Evaluation
- Medical Assessment (Completed by family doctor)
- Senior Officer Panel Interview
- Offer of Employment

## How to Apply

We ask that all applicants submit an updated resume and supporting cover letter to email: [recruiting@hamiltonpolice.ca](mailto:recruiting@hamiltonpolice.ca). Include in the subject line: Last Name, First Name: HPS Police Cadet.

Please check our Careers & Opportunities on our webpage to see if the Cadet Program is accepting applications

We thank all applicants, however, only those candidates selected for testing and/or an interview will be contacted.

No phone calls or emails please.

Hamilton Police Service is committed to creating a workplace culture that is inclusive and reflects the diversity of the communities we serve. We strongly encourage applications from diverse communities, including Indigenous peoples, persons from racialized groups, 2S&LGBTQIA

persons, persons with disabilities, those who are able to speak fluently in another language(s) as well as anyone committed to a rewarding career in public service.

Hamilton Police Service is also committed to a fair and equitable recruitment and selection process, as well as in building, mentoring, and retaining a talented and diverse workforce representative of the communities we serve.

If hired, the incumbent shall comply with all Health and Safety Policies and Practices for their position and the workplace. By applying, you agree that the statements made by you are true, complete, and correct to the best of your knowledge. Further, you understand that any falsification of statements, misrepresentations, and/or deliberate omission or concealment of information may be considered just cause for dismissal.

### **What do we offer our Members?**

- ⇒ Fully matched OMERS pension plan for Full-time and Part-time members
- ⇒ On-site Gym Access
- ⇒ Progressive wellness plan and regular wellness initiatives
- ⇒ Recognized and fully paid Statutory and Proclaimed Holidays
- ⇒ Access to the Hamilton Police Association (HPA) members lounge
- ⇒ Opportunity for continual training, development and career advancement
- ⇒ The opportunity to work and serve your community!

