



HAMILTON POLICE SERVICE

Career Opportunity: **POLICE CADET**

Posting #	#2025-052	JJR#	TBD
Job Title	Police Cadet	Civilian/Sworn	Civilian
Status	Temporary Full Time (2 Year Contract Position)	Department/Unit	3 Divisions
Salary Grade	Schedule 1E	Hiring Rate	\$23.40 per hour
Salary Range	\$48,665 per annum (as of January 1, 2024)		
Posting Date	July 8, 2025	Closing Date	September 2, 2025
Primary Job Location	155 King William Street, Hamilton, ON		
Hours of Work	Average of 40 hours per week (e.g. may work 36 hours one week, 48 hours the next week); must be willing to work up to twelve (12) hour rotating shifts in a 24 hour/day, 365 day/year operation, including days, evenings, nights, weekends, and statutory holidays. Scheduled start date is October 14, 2025		

SUMMARY

About HPS

HPS patrols 1.113 square kilometers, serving over 620,063 residents. The Service is divided into two main areas: Operations, which provides visible policing and investigations in various specialized units, and Support, which offers services in areas such as professional development, emergency response, crime prevention, fleet and facilities, IT, Records and HR. HPS is committed to the highest standards of integrity and professionalism in all its divisions.

Our vision to be a trusted partner in delivering public safety is what motivates our members each and every day. Hamilton Police Service is an innovative police service dedicated to working in partnership with our communities to make Hamilton a safe and healthy community in which to live and work. Established in 1833, Hamilton is one of the oldest policing services in the world.

Position Summary:

The Hamilton Police Service Cadet Program provides 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 of future Police Constable Candidate.

Duties include, but not limited to:

- First-hand experience working with Sergeants, Detectives and Police Constables in departments such as Divisional Patrol, Mounted Unit, Canine, Forensics, Marine, Crisis Response, Custody, Training and Traffic
- Participating in training and community events
- Assisting the Records Business Centre with fingerprinting in the Forensic Identification Unit
- Variety of customer service and administrative duties
- Performing other positions and duties deemed to be learning opportunities by the HPS, as directed

Supervisory Responsibilities:

Not applicable.

Working Conditions:

The duties of this position may involve many physical and mental challenges, while maintaining a respectful and professional demeanor. Some of the challenges include monitoring cells and prisoner movement, having physical contact with members of the public (e.g. fingerprinting) and the prisoner population (e.g. cell extractions and prisoner searches). Contact with the general public and prisoner population may present a variety of health and/or personal safety issues, such as exposure to contagious diseases (e.g. colds, influenza, Hep C, HIV, etc.), poor hygiene, aggressive or violent behaviour, declining mental health, and/or drug-induced states.

Physical & Sensory Demands/Dexterity:

Typical assignments will involve activities such as talking, listening, writing, reading, keyboarding, sitting or standing for extended periods of time, walking, bending, lifting, driving, cell extractions, and prisoner searches.

Education:

Completed Secondary School or equivalent.

Certifications & Licenses:

Possess a valid Driver's Licence (minimum Class 'G2'), permitting you to drive an automobile in Ontario, with no more than six accumulated demerit points

Requirements:

- Be between the ages 18-25, as of employment start date – No exceptions
- Canadian Citizen or Permanent Resident of Canada
- No criminal record for which a pardon has not been received
- Possess a current Standard First Aid certificate and current CPR certificate (Basic Rescuer Level C) OR be able to obtain their First Aid Certification within 12 months of starting with HPS
- Meet medical requirements as set out by the Ministry of Community Safety Correctional Services

- Maintain a good level of physical & mental fitness, and be capable of handling difficult prisoners
- Excellent communication, interpersonal, and teamwork skills; trustworthy and acts with integrity

INTERESTED IN THE POSITION?

Submit your application (i.e. updated cover letter and resume) via email by indicating the posting number in the subject line to recruiting@hamiltonpolice.ca before 11:59 PM on **September 2, 2025**. Please be advised we do not currently use AI technology as part of our screening and selection process.

Interested persons applying must be a permanent resident of Canada/Citizenship, and be able to work within Canada.

In accordance with the Ontario Human Rights Code (OHRC) should you require an accommodation at any time during the recruitment and selection process we encourage you to notify the Human Resources @ recruiting@hamiltonpolice.ca

We thank everyone for their expressed interest and appreciate the time you've taken to submit your application. However, only those selected for employment testing and/or an interview will be contacted.

At Hamilton Police Service, we are committed to a fair and equitable recruitment and selection process. We strive to build, mentor, and retain a highly skilled workforce that reflects the diversity of the communities we serve. By fostering an inclusive and respectful workplace where every member feels valued and has a strong sense of belonging, we strengthen our ability to serve Hamilton with professionalism, empathy, and integrity.

We strongly encourage applications from individuals of diverse backgrounds, including 2SLGBTQIA communities, Indigenous peoples, persons with disabilities, racialized persons, multilingual candidates, and anyone passionate about public service. By joining the Hamilton Police Service, you will play a crucial role in making a meaningful difference in the lives of those who call Hamilton home.

Hamilton Police Service (HPS) is situated upon the traditional territories of the Erie, Neutral, Huron-Wendat, Haudenosaunee and Mississaugas. This land is covered by the Dish With One Spoon Wampum Belt Covenant, which was an agreement between the Haudenosaunee and Anishinaabek to share and care for the resources around the Great Lakes. We further acknowledge that this land is covered by the Between the Lakes Purchase, 1792, between the Crown and the Mississaugas of the Credit First Nation. HPS honours with gratitude this sacred land which, from time immemorial, has been and is home to many Indigenous people from across Turtle Island.