

UCCM Anishnaabe Police is hiring

Help make our communities a safer, better place.

Position: DETECTIVE CONSTABLE - CRIME UNIT x 4 (Internal/External)

Term: Permanent Full-time (Five-Year Tenure)

Salary/Pay: Aligned with UCCM Anishnaabe Police Service Pay Grid – Constable Classification

The position of Detective Constable – Crime Unit (CU) requires the performance of public service duties of a peace officer to promote and foster community peace and social order within the framework of the United Chiefs and Councils of Manitoulin Police Services Commission philosophy, vision and mission. The primary duties are to provide leadership in the coordination of major criminal investigations and benchmark occurrences; the detective constable will provide investigative support and due diligence in reporting, and guide and assist other personnel in these areas, especially benchmark investigations.

Your duties will include (but are not limited to):

- Demonstrate sensitivity to the cultural and traditional needs of the UCCMM First Nation communities and community members in conducting major criminal investigations; demonstrate sensitivity to the needs of victims and community members when dealing with incidents of trauma;
- Keeps current with knowledge of community policing methods, statutes, regulations, policies, and procedures and service rules and the crime trends, demographics and geography of the member First Nations and their needs
- Assist in major case and benchmark investigations, follow through each case until completion; implement methods of tracking cases to ensure completeness and investigative follow-up;
- Assist the Detective Sergeant with special applications [such as dangerous offender, long term offender applications] as requested by the Crown
- Follow-up on incoming tips in cases when the lead investigator is absent;
- Assisting and providing on-going support to victims of crime;
- Perform other lawful duties as assigned by the Detective Sergeant – Crime Unit

Your education and experience

- Hold the rank of 1st Class Constable
- Completion of any of the following course(s) are required: Criminal Investigators Training/General Investigative Techniques;
- It is considered an asset if the following courses are completed: Search Warrant Course, Mobile Surveillance Course, Major Case Management Course, Lawful Justification Training Certification, and Confidential Information Foundations Course;
- Relevant investigative experience

Compensable factors include (but are not limited to):

- Thorough knowledge and sensitivity to the diversity of Anishnaabe peoples, organizations, communities and culture (includes sensitivity to issues affecting First Nations and the Anishinawbek Nation and its impact on police service delivery such as Aboriginal rights-based issues);
- Excellent leadership skills and abilities, ability to exercise professional judgment in complex and sensitive situations; assisting with managing and implementing change as directed by the Detective Sergeant;
- Knowledge of the *Criminal Code*, *Controlled Drugs and Substances Act*, *Food and Drugs Act* and other federal statutes.
- Knowledge of current case law and decisions affecting the administration of justice.
- Knowledge of the roles and responsibilities as defined by the Major Case Management model.
- Knowledge of investigative techniques to provide advice to officers and conduct specialty investigations.
- Excellent written and verbal communication skills, with the willingness to learn the Anishnaabe language

For all applicants, we require:

- A detailed cover letter outlining your ability to meet the position requirements as outlined above, with a resume demonstrating your qualifications, along with copies of relevant course certificates.
- Complete and submit a McNeil Report

For external applicants only, the additional documents are required:

- Contact information for three employment references (1 supervisor)
- Complete and submit a Pre-Background Questionnaire
- Complete and submit a Consent and Release of Liability Form
- Complete and submit a Personal History Form
- Complete and submit UCCM Police Comprehensive Medical Evaluation Form
(A thorough background check will be completed before we make an offer of employment.)

All forms can be found on our website [Current Opportunities - UCCM Anishnaabe Police](#)

We encourage individuals of Anishnaabe ancestry to apply and self-identify.

How to apply:

Send your completed application package to:

Email: recruitment@uccmpolice.com with the subject line "Employment Opportunity: Detective Constable - Crime Unit"

Deadline to Apply: October 14, 2025, at 4:00 pm

Only those applicants selected for an interview will be contacted.

Questions? Please contact the Human Resources Department at recruitment@uccmpolice.com

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