

UCCM Anishnaabe Police is hiring

Help make our communities a safer, better place.

Position: SERGEANT x 2 (Internal/External)

Term: Permanent Full-time

Salary/Pay: Aligned with UCCM Anishnaabe Police Service Pay Grid

The Sergeant is a front-line supervisory position and reports to the Staff Sergeant – Director of Operations. The Sergeant's respond to calls for services to protect life and property, preserve the peace and prevent crime. The Sergeant's role is to provide supervision to front line officer personnel. The Sergeant will be active in the development of strategic and business processes within the framework and priorities identified by UCCM Police Services Commission philosophy, vision and mission.

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

- Promote professional conduct by platoon members, being sensitive to the cultural and traditional needs of the UCCMM First Nation communities and community members in all types of investigations; Sensitive to the needs of community members when dealing with varying types of incidents
- Ensure effective enforcement of Federal, Provincial and First Nation laws within the UCCM police service area, consistent with organizational goals
- Supervise constables by assigning and monitoring tasks, assisting them to establish plans and objectives in their work; establishing work priorities, setting deadlines for completion of work assignments and adjust to changing priorities
- Review occurrence reports and other police investigative records for completeness, accuracy, and thoroughness of work assignments; taking appropriate corrective and disciplinary action when necessary
- Remain current with police issues/concerns, and coordinate or conduct in-service training topics in areas of criminal law, current trends, new legislation, and new policing techniques
- Conduct quality control and maintenance inspections as developed by the Service
- Conduct performance appraisals in accordance with prescribed procedures
- Perform administrative duties, such as approving and monitoring vacation schedules, overtime, time off requests, timesheets, etc.
- Act as liaison with case investigators, Office of the Crown Attorney, the Courts, and other Police Services as required
- Assist in providing public education to UCCMM Communities in public forums with respect to specific problem areas, such as youth crime or drug use/abuse

Your education and experience

- Hold the rank of 1st Class Constable with supervisory experience and a strong understanding of investigations
- Completion of OPC Sergeants Exam is considered an asset or willingness to complete within 6 months.
- No current discipline issues, or internal investigations outstanding;

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);
- Leadership skills: ability to provide direction, ability to delegate tasks; organizational skills; interpersonal and verbal/written communication skills; team building skills
- Knowledge and respectful of Ojibwe culture and traditions; knowledge and sensitivity to local UCCMM First Nation community issues; fluency/knowledge/understanding/willingness to learn the Anishnaabe Language
- 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 Constables and conduct specialty investigations.

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: Sergeant"

Deadline to Apply: October 14, 2025, at 12:00 pm

Only those applicants selected for an interview will be contacted.

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



Don't just join the police. Join our community.

Learn more at: uccmpolice.com/careers