



## SERGEANT MAJOR PROFESSIONAL STANDARDS INTERNAL/EXTERNAL POSTING

**Any APS Detachment**

**Posted: February 15, 2024**

**Closing: February 29, 2024**

The Anishinabek Police Service requires one (1) Sergeant Major – Professional Standards Officer at any Anishinabek Police Service Detachment. This Non-Union position will report to the Police Chief.

**Summary of Function:** The primary function of the Professional Standards Officer is to oversee and provide direct investigative support to individual Police Detachments or other Investigators engaged in professional standards investigations. The professional standards officer ensures that public and internal investigations are consistent with Anishinabek Police Service (APS) Code of Conduct and Professionalism and that accountability is provided to not only the Police Chief but all staff members of APS while maintaining the intent of the APS Mission Statement.

### Desired Qualifications (Specific Competencies to Follow)

<b>Cultural Specific Knowledge of Service Area Population</b>	Knowledge of effective use and maintenance of community policing theory, philosophy appropriate for local Indigenous customs and culture for the APS communities with respectfulness and sensitivity to the history and needs of Anishinabek persons
<b>Entry Qualifications including Technical Knowledge and Skills</b>	Proficiency in MS Office applications; CPIC software, Internet, Lotus Notes Designer, NICHE Acting Sergeant, Sergeant, or successful in the OPC Sergeant credit process Must have 10 years of service by the closing date Ontario Police College course PSB Investigator Course Police Service Act Course Hearing Officer Course Use of Force certification Ability to problem solve, exercise good judgment and cope in difficult situations Excellent analytical and organizational skills Valid Class G Driver's License Ability to maintain confidentiality Must be trustworthy and able to successfully pass an intensive background investigation Personnel file in good standing
<b>Education</b>	Minimum Grade 12 or equivalent Basic Constable Training Program
<b>Experience</b>	Knowledge of First Nation, Provincial/Federal laws & statutes; Knowledge of APS structure and activities; Discipline experience
<b>Vision and Mission</b>	Demonstrates knowledge of organizational purpose – why the police service exists; Demonstrates ability to identify how the position of the Professional Standards Officer relates to the police service vision, mission and organizational goals
<b>Cultural Sensitivity</b>	Must be able to demonstrate knowledge of the police service's vision and mission; Provide effective, efficient and culturally sensitive police services; Participation in personal and professional development learning opportunities for effective stress management and personal wellness
<b>Personal Growth</b>	Actively participates in in-service and cultural and language learning opportunities; proactively pursues opportunities for self-development.
<b>Added Skills</b>	Interpersonal, independence and team skills; organized; able to prioritize, multi-task; meet deadline

**Interested applicants may submit a hiring package which includes the following:**

- Covering letter detailing interest in noted position;
- A resume detailing your career, education and relevant experience;
- APS Application form & Consent form (found on our website)

**Closing date for applications is Thursday, February 29, 2024 at 4:00 p.m. EST. Please quote HQ-04-24 on your application and the subject line of your message. All completed packages MUST be sent to [recruitment@pscops.org](mailto:recruitment@pscops.org)**

Anishinabek Police Service is committed to the Accessibility for Ontarians with Disability Act. If you require accommodation for any stage of the hiring process, please contact [recruitment@pscops.org](mailto:recruitment@pscops.org) for more information.

Applicants should be aware that a full personnel file review will be conducted to ensure that there are no disciplinary issues that would impact the integrity of their application.

**\*\* We thank everyone for their interest in the position, however, only those chosen for an interview will be contacted.**