



Kentville Police Service

Applications for Police Officer(s) will be accepted until midnight, December 5th, 2022

The Kentville Police Service is inviting applications for the full-time fixed term employment position of Police Constable in the Kentville Police Service. This 2-month term may be extended as required. We encourage applications from African Nova Scotians, racially visible persons, women in non-traditional positions, persons with disabilities, Aboriginal persons, and persons of the LGBTQ+ community. We encourage applicants to self identify.

Kentville is the heart of the Annapolis valley, which is one of the most beautiful and picturesque areas in Nova Scotia. We have quiet residential neighbourhoods, a vibrant business district and offer exceptional recreation opportunities for all.

We are looking for individuals who have a passion for progressive policing and a desire to make a difference in our community.

Key Information to consider:

- We accept experienced police officers
- All new hires start in patrol
- Nova Scotia Department of justice guidelines state an experienced police officer refers to:
 - Current serving police officers in Canada, or
 - Canadian Military police (regular service) with qualifications of Level 5, or
 - Applicants who successfully completed an approved Police Recruit Training Program from a Nova Scotia recognized training program within the last 24 months or less, and/or,
 - Applicants who successfully completed an approved police Recruit program from a Nova Scotia recognized training program and has been gainfully employed with a recognized Canadian police agency within the last 24 months or less

QUALIFICATIONS:

- Be a graduate of (Police Science, Cadet Program) the Atlantic Police Academy or other recognized Police Cadet Training Institution, or have previous police officer experience within the last 24 months
- Be a Canadian Citizen or permanent resident of Canada
- Be at least 19 years of age
- Grade 12 education

- No criminal convictions for which a pardon has not been granted and no adult criminal record
- Have a valid Class 5 Drivers License or equivalent from another Canadian province

ASSETS:

- PROS training
- Candidates representing diverse communities
- Previous police experience

HOW TO APPLY:

Copies of the following documents are required:

- Cover letter and resume
- Three letters of reference (professional)
- Birth Certificate
- Driver's License
- Certificate from a recognized police training program
- Motor Vehicle Driver's Abstract
- Valid certificate in standard first aid and CPR level C
- PARE certificate within last 12 months

SELECTION PROCESS:

1. Screening

All applicants will be reviewed. You will advance to the second stage of the process if your application demonstrates that you meet the application criteria

2. Suitability Assessment

Candidates will be reviewed in the suitability assessment

3. Interview

You will participate in a competency-based panel interview. The interview is designed to allow you to draw on examples from your work or life experience in order to demonstrate that you possess the necessary competencies to be a Kentville Police Officer

4. Pre-employment booklet

You will be given a pre-employment booklet to complete and return to Deputy Chief of Police. The booklet will be reviewed, and a decision will be made if you are suitable to move forward in the process

ADDITIONAL STEPS:

Background and reference checks

You will be thoroughly investigated to determine your suitability to be a police officer. Your references and previous employers may be contacted, and family and friends maybe contacted and/ or visited during this stage

Medical Exam/Psychological testing

If you are successful through the previous stages, you must undergo a medical exam to see if you meet the medical standards set by the Kentville Police Service and the Province of Nova Scotia. This exam will include a vision and hearing test. You may also undergo psychological testing to determine your suitability to be a police officer.

HOURS OF WORK: Kentville Police Service operates 24 hours a day, seven days a week-therefor shift work (including days, nights, weekends, and holidays) is a requirement of this position. A typical shift is 12 hours, depending on operational requirements, flexibility around scheduling is required.

SALARY: \$61,848 per year, as per the Collective Agreement between the Town of Kentville and the Kentville Police Association

START DATE: Anticipated start date of January 1st, 2023

WORK LOCATION: 80 River Street, Kentville, NS, B4N 1G9

CLOSING DATE: Applications will be accepted until midnight on December 5th, 2022. Please note your application will not be processed until after the closing date.

Please send applications to Deputy Chief of Police, Kentville Police Service, 80 River Street, Kentville, NS, B4N 1G9 or via e-mail to the attention of Deputy Chief of Police:

info@kentvillepolice.ca