

# ANISHINABEK POLICE SERVICE



**OUR VISION** - *Ganaweniim Anishinabek // Protecting our people*

**OUR MISSION** - *Anishinabek Police Service is committed to restoring and preserving Anishinaabe Chi-Naaknigewin ("The Great Law") while supporting Minobiimaadiziwin ("The Good Life"). We protect our inherent rights, jurisdiction, and self-determination.*

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## EXTERNAL JOB POSTING

The Anishinabek Police Service (APS) is a self-administered Indigenous police service in Ontario with a current complement consisting of 106 sworn members and 40 civilian staff. Since 1994, APS has grown to serve over 30,000 people across 16 First Nation communities.

Joining APS—whether as a police officer or civilian staff member—is more than just a job; it's a chance to embrace Indigenous culture, build meaningful community connections, and be a positive role model where it truly counts. Our supportive leadership fosters ongoing training, professional development, and active community involvement. You'll work in some of Ontario's most stunning natural environments, surrounded by forests, lakes, and landscapes that inspire pride and purpose.

In addition to a fulfilling career, APS offers competitive wages, a pension plan, and employer-funded extended health benefits—ensuring your hard work is recognized and well rewarded. Grounded in our Declaration of Principles, APS provides a meaningful and rewarding path where your efforts make a real and lasting difference.

**Position (title):** Cadet  
**Job Posting ID:** PCRV-46-25  
**Job Type:** Two (2) year term contract  
**Union Affiliation:** Civilian MOU  
**Location:** Pic River  
**Salary:** \$24.54  
**Posting Date:** August 5, 2025  
**Closing Date:** August 18, 2025

The Anishinabek Police Service requires one (1) temporary full time Cadet based at the Pic River detachment. This position is a two (2) year contract and will follow a regular shift rotation, working 36.25 hours/week.

**Summary of Position:** The Cadets General Duties is to assist police service personnel and the public with day-to-day tasks, while receiving instruction in law enforcement methods and techniques. This position offers a foundational experience for those interested in pursuing a career in law enforcement. Cadets will assist frontline officers with community engagement, public safety initiatives and assist with various administrative tasks. The Cadet role is designed to enhance career development and provide further insight into law enforcement role(s) with APS. This position has no police authority and is a civilian role within APS.

**Employment Agreement:** Upon hire, all cadets enter into a two (2) year, renewable contract with the Anishinabek Police Service. This contract defines conditions of their employment and eligibility to apply for promotion to Special Constable, and/or Constable with the Service.

| Qualifications                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| <b>Cultural Specific Knowledge of Service Area Population</b>        | <ul style="list-style-type: none"><li>• Knowledge of philosophy appropriate for local Indigenous customs and culture for the APS communities with respectfulness and sensitivity to the history and needs of Anishinabek persons.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Entry Qualifications including Technical Knowledge and Skills</b> | <ul style="list-style-type: none"><li>• Basic computer skills and proficiency in Microsoft Office;</li><li>• Demonstrated ability to communicate in a clear and concise manner, including effective listening skills and the ability to comprehend, retain, record, and relay information clearly, accurately, and efficiently, with a high degree of emotional intelligence;</li><li>• Ability to follow instructions and work as part of a team;</li><li>• Ability to learn very quickly in a fast-paced environment; problem solve and exercise good judgment</li><li>• Excellent verbal, listening and written communication skills</li><li>• Obtain a level five (5) on the shuttle run</li><li>• Valid First Aid and CPR (Basic Rescuer Level) certificate;</li><li>• Minimum 18 years of age;</li><li>• Valid class G Driver's License</li><li>• Ability to handle sensitive and confidential information with discretion;</li><li>• Must be trustworthy and able to successfully pass background investigation</li></ul> |
| <b>Education</b>                                                     | <ul style="list-style-type: none"><li>• Minimum Grade 12 or equivalent</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Experience</b>                                                    | <ul style="list-style-type: none"><li>• Knowledge of First Nation communities considered an asset</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Vision and Mission</b>                                            | <ul style="list-style-type: none"><li>• Demonstrates knowledge of organizational purpose – why the police service exists;</li><li>• Demonstrates ability to identify how the position of the Cadet relates to the police service vision, mission and organizational goals</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Cultural Sensitivity</b>                                          | <ul style="list-style-type: none"><li>• Must be able to demonstrate knowledge of the police service's vision and mission;</li><li>• Provide effective, efficient and culturally sensitive police services;</li><li>• Participation in personal and professional development learning opportunities for effective stress management and personal wellness</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

**Qualified applicants are encouraged to submit their application through our website at <https://www.anishinabekpolice.ca/careers/cadets>. Please ensure that all required information is completed in full, as only complete applications will be considered.**

Closing date for applications is Monday, August 18, 2025 at 4:30 p.m. EST. Please quote PCR-46-25 on your application and the subject line of your message.

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@apscops.org](mailto:recruitment@apscops.org) for more information.

Please note for internal persons applying, any disciplinary violations in the last two calendar years may be considered in the decision for your suitability for this position. Specifically, the nature or severity of the violation will be examined for its relevance to the position.

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