CONSTABLE: KRPF is looking to hire full time constables for general patrol duties. The successful candidates will be assigned to a platoon and will work twelve-hour day shifts and night shifts, four on and four off. Full time constables are entitled to pension and benefits under the Collective Agreement.

TERM CONSTABLE: KRPF is looking to hire term constables to replace full-time officers who are on extended leave from KRPF. Term contracts can range from 1 – 6 months and may be extended up to a maximum of two years. Applicants must be flexible and understand that there is no guarantee of full-time hours and no guarantee of full-time employment when the term ends. The term constable position is a great opportunity for gaining experience.

CASUAL CONSTABLE: KRPF is looking to hire casual constables to work on an intermittent basis to replace officers who are absent due to block training, summer vacations, or other short-term leaves. This opportunity is open to experienced officers (e.g. retired officers) who are looking to cover shifts on a casual basis.

NOTE – Term and casual employees are not entitled to pension and benefits under the Collective Agreement.

DESCRIPTION: Police Constable positions require motivated individuals who will work to detect and solve crime, enforce various statues, apprehend offenders, investigate motor vehicle collisions, and be involved in community-based initiatives. Objectives include but are not limited to the preservation life and protection of property to enhance the safety and security of our citizens. These positions involve shift work, including day shifts and night shifts on patrol that will be performed under the supervision of a shift supervisor. Emphasis is placed on member contribution to the strategic priorities of the KRPF including Traffic Safety, Youth, Employee Wellness, Value for Service, Excellence & Innovation in Investigations, Crime Reduction and Crime Prevention.

QUALIFICATIONS:

- **Education & Experience**: Must be a successful graduate of recognized police training academy. Further consideration will be given to post-secondary education above and beyond the required police training. Previous policing experience is desirable but not required.
- **Diversity**: Bilingualism and diversity will be considered significant assets.
- **Past Performance**: Includes volunteer work, previous employment experience, professional recommendations, and performance evaluations from previous employers (police or non-police).
- **Requirements**: Candidates must be security cleared and meet the requirements for appointment as a police officer in accordance with the New Brunswick Police Act, Regulation 91-498 (This will be followed up with a thorough background check); provide proof of successful completion of the Physical Abilities Requirement Evaluation (PARE); meet the requirements of psychological testing; and participate in a competency-based panel interview. (See competencies below).
- **Ethical Standards**: Candidate must meet high ethical standards both on duty and off duty. Background checks and integrity interviews will be completed.

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Police Constable Role and Responsibilities:

- Problem solving ability related to the investigation into the cause of crime, providing assistance to citizens in crisis, and responding to all citizen concerns.
- Crisis intervention for disputes, personal crisis and man-made and natural disasters.
- Community relations by educating citizen groups, students, and individuals with safety information and crime prevention strategies.
- Court appearances requiring thorough investigations with proper documentation, collection of evidence, and court testimony.
- Ability to communicate well with others through verbal articulation and written reports.
- Work in a team environment while meeting the objectives of the police force.

Police Constable Competency Profile:

- **Team Work**: achieves common goals by working cooperatively with others and developing a positive work climate.
- **Ability to Communicate Effectively**: effectively receives and conveys ideas and information in all its forms (verbal, written and non-verbal) in a way that increases the understanding of the target audience.
- **Problem Solving**: Systematically analyses and breaks down problems, risks, opportunities and issues into component parts, identifies appropriate solutions and takes timely actions and decisions.
- **Self Control and Composure**: keeps emotions under control and restrains negative actions when provoked, when faced with opposition or hostility from others, or when working under conditions of increasing levels of stress. Maintains stamina and concentration under continuing stress.
- **Conscientiousness & Reliability**: Fulfills commitments in a professional, thorough and consistent manner through self-discipline and a sense of duty. Shows a strong attention to detail and a focus on quality.
- **Ethical Accountability & Responsibility**: Takes responsibility for actions and makes decisions that are consistent with high ethical policing standards.
- **Planning and Organizing**: Effectively plans and organized self and/or others to achieve goals, prioritize tasks and allocate time and resources accordingly to ensure completion within set timelines.

Interested Applicants – To apply, please complete and submit the attached Constable Application Package to the following email address: anika.becker@nbpolice.ca

If you are the type of person that thrives in challenging environments, you’re just the kind of person we are looking for!

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