



Windsor Police Service

Experienced Police Officers - Serve the Community of Windsor

Relocate your career to serve the community in Windsor and make a difference! The Windsor Police Service is accepting applications from qualified experienced constables for a full-time position of [Police Constable](#). We offer very competitive salaries, pensions, paid vacation, benefit coverage and opportunity for advancement.

The Windsor Police Service is committed to a diverse and inclusive workplace reflective of the community we serve.

Experienced Police Officer Position

Eligibility Criteria

If applying from another police service in Ontario, applicants must:

1. Be currently serving or have served with an Ontario police service within the last two years;
2. Be a graduate of the Ontario Police College in accordance with provisions of the Police Services Act of Ontario;
3. Have completed probationary period with their originating police service in accordance with Section 44, Police Services Act of Ontario;
4. Be a member in good standing;
5. Possess a driver's licence with full driving privileges.

If applying from another police service in Canada, applicants must:

1. Have completed a Canadian police recruit training program comparable to the Ontario Police College program;
2. Be currently serving or have served with a Canadian police service within the last two years;
3. Completed training in one of the following approved programs are eligible to write the exemption examination:
 - RCMP (RCMP Officers are NOT required to write the exemption exam but still must provide an offer of employment, resume, letter of good standing and a copy of their training diploma/certificate)
 - Atlantic Police Academy
 - Brandon Police Service
 - British Columbia Justice Institute
 - Calgary Police Service
 - Ecole Nationale de Police du Quebec
 - Edmonton Police Service

- Military Police
 - Saskatchewan Police Service
 - Winnipeg Police Service
6. Be selected by the Windsor Police Service as a candidate in the selection process to write the exemption examination;
 7. Completed probationary period with the original police service;
 8. Be a member in good standing;
 9. Possess a driver's licence with full driving privileges.

The exemption examination to receive equivalency in Ontario will consist of testing on knowledge of Ontario Provincial Statutes and associated regulations. All other experienced officers must complete the Ontario Police College Basic Constable Recruit Training Program.

Canadian Military Police officers or police officers with experience outside of Canada must apply through the regular cadet application process and meet the criteria in Section 43 of the Police Services Act of Ontario.

Classes

Experienced Police Officer training classes are scheduled based on operational needs. Experienced Police Officers are hired primarily to fulfill our commitment to our core function front-line constable positions.

Application Process

The application process for the position of Experienced Police Officer involves a number of stages and is highly competitive. Applications are continually assessed throughout the hiring process.

Step 1:

- Ensure you meet the eligibility criteria and the minimum requirements (prerequisites) in the application package. An experienced police officer meeting the criteria is not required to submit an OACP Certificate of Results.

Step 2:

To apply to the Experienced Police Officer position, complete the Constable Application and email the package in pdf format only to: humanresources@windsorpolice.ca
All candidates will receive a confirmation receipt.

The application package must include the following:

- [Application](#) – Position of Constable/Cadet
- [Consent and Release of Liability Form](#);
- A resume and cover letter indicating your reasons for relocating to Windsor, Ontario;

- [Applicant Survey Form](#)
 - Completion of the applicant survey form is voluntary and shall be confidential.

Step 3:

- Pre-screening of application by Human Resources/Professional Advancement

Step 4:

- Competitive applicants are invited to complete a Pre-Background Questionnaire (PBQ).
- Submit copies of police records including: performance evaluations, copy of Police College Certificate, evaluations and transcripts, other police courses/training, discipline records (formal or informal), records of any on-duty motor vehicle collisions, copy of Secondary School Diploma, copy of post secondary diploma/degree, documentation of any continued education, fitness routine, community service, First Aid/CPR Level C and letters of commendation and/or appreciation.

Step 5:

- Competitive applicants are invited to participate in a Local Focus Interview (LFI).

Step 6:

- Successful Background Investigation:
 - Candidates are notified prior to contact with original police service
 - Security inquiries
 - Financial inquiries
 - Employment and character reference checks
 - Personnel file review
- Successful completion of Psychological Testing and Assessment.

Step 7:

- Chiefs Panel Interview

Step 8:

- Pre-employment medical assessment
- Offer of employment or file closure

Incentives

- Experienced officers accepting employment with the Windsor Police Service will be hired at salary corresponding with their level of policing experience (e.g. if currently a 1st Class Constable you will receive 1st Class Constable wages with the Windsor Police Service).

- Vacation credit will be consistent with the current Windsor Police Service Collective Agreement.
- OMERS covers all Windsor Police Service Members. Experienced officers interested in buying back or amalgamating their existing pension plan with OMERS must contact OMERS to determine if their existing pension plan is transferable, or if a buy back option is available or applicable.

Contact:

Professional Advancement and Recruitment

Inspector Ed Armstrong

Phone: 519-971-7301 ext. 223

E-mail: narmstrong@windsorpolice.ca

Sarah Morvay, Recruitment Coordinator

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