



The St. Thomas Police Service announces a Selection Process

Special Constable – Community Resource Unit

Civilian Full Time Permanent Position – Vacancy

Position Title: Special Constable – Community Resource Unit

Pay Range: \$83,812.10 (start) to \$101,560.53 (senior); 2024-28 Civilian Collective Agreement

Posting Date: January 6, 2026

Closing Date: February 6, 2026

Start Date: May 4, 2026

The St. Thomas Police Service is looking to fill the position of Special Constable – Community Resource Unit.

We are pleased to be accepting resumes for two positions of Special Constable on the Community Resource Unit. This position focuses on enhancing our downtown, closely working with business owners, residents, and having a community minded focus. Building relationships and working in close partnership with community agencies and residents is key to the success of this role. This position offers the successful candidate with a rewarding career that focuses on supporting vulnerable populations in St. Thomas in finding healthy pathways to social and health related resources. The primary goal of this position is to enhance the overall safety and well-being in St. Thomas, assist residents, business owners, and assist STPS members in providing the appropriate response to those who may require specialized community services.

This position will address non-core policing functions related to the social and health related disorders that do not require a police officer response. Presence primarily in the downtown, helping connect vulnerable individuals to healthy pathways, resolve complaints and disputes, assist victims, develop strong relationships with merchants, citizens, and develop and maintain strong partnerships with community agencies to improve the social, health and well-being of vulnerable individuals in St. Thomas. The combination of a Special Constable's community knowledge and presence, especially in the downtown, under the command of sworn police officer authority will assist to be mutually supportive, allowing incidents and problems to be resolved professionally in a safe, compassionate and appropriate response manner prior to becoming a core obligation for sworn response.

Applicants must meet the following criteria for consideration in the selection process:

- A passion for creating healthy communities for vulnerable residents by being proactive, solution-focused and accountable.
- Exceptional ability to display mature and sound judgement in deciding appropriate course of action, including the ability to stay calm in stressful situations.

- Possess strong interpersonal skills including tact and diplomacy with a strong emphasis on customer service.
- A commitment to treating every citizen with respect and integrity, and creating an inclusive environment.
- Be physically and mentally able to perform the duties of the position, having regard to your own safety and the safety of members of the public.

Eligibility Qualifications:

- Must be at least 18 years of age
- Grade 12 education or equivalent
- Canadian citizen or permanent resident
- Meet vision, hearing and medical standards
- Advanced computer skills
- Ability to work well under pressure
- Possess strong interpersonal, communication and organizational skills
- Possess a valid Class G drivers' licence

Special consideration will be given to candidates who possess the following additional skills:

- Successful completion of post-secondary education in a related field.

Screening, Submission and Selection Process

The St. Thomas Police Service does not use artificial intelligence to screen, assess, or select applicants.

Consideration shall be given to merit, skill, ability, and present and past experience of the applicant, as well as operational needs of the organization, in reference to the requirements of the position. As such, not all eligible applicants may be selected for interview.

Successful candidates will be required to participate in a thorough background and reference investigation.

We thank all applicants for their interest and advise that only those selected for an interview will be contacted.

A cover letter and resume including your educational degree/diploma/certificate must be received by the St. Thomas Police Service by **Friday, February 6, 2026 by 12pm. Resumes must be submitted directly by email to careers@stps.on.ca.**

Any personal information submitted will be managed in accordance with the requirements of the Municipal Freedom of Information and Protection of Privacy Act and will be used only to determine eligibility for employment.

The St. Thomas Police Service is committed to a diverse and inclusive workplace reflective of the community we serve. Appropriate accommodations will be provided upon request throughout the hiring process as required under the Accessibility for Ontarians with Disabilities Act (AODA).