



**The St. Thomas Police Service**  
Announces a Selection Process for  
**POLICE CADET / CONSTABLE**  
Full Time Permanent Position – Vacancy

Position(s) Title: *Cadet – General Duties* and *Cadet – In Training*  
Pay Rate: \$54,748.53; 2024-2028 Uniform Collective Agreement

The St. Thomas Police Service is accepting applications for the position of *Cadet- General Duties* and *Cadet - In Training*. The *Cadet – General Duties* program serves as an entry-level position for Police Constable with our Police Service and is designed to develop civilian members for future positions as sworn police officers. The job description includes the following duties but is not limited to summons and subpoena service, fingerprinting, relief dispatch and communication duties, witnessing statements for criminal investigations and contacting victims of crime for follow up information. The *Cadet – In Training* position is a direct pathway to become a Constable with our police service.

A Cadet is hired as a full-time member of the Police Service and is recognized and eligible for the benefits and remuneration as described in the Uniform Collective agreement. When a vacancy is available in the Uniform Division, a *Cadet - General Duties* or *Cadet – In Training* is selected to attend the Ontario Police College to complete the Basic Constable Training program. Upon successful completion of this training, the cadet returns to our Service to be sworn in as a Police Constable.

Applicants must have a minimum of four (4) years of secondary school education or its equivalent recognized by the Ministry of Education for the Province of Ontario. Applicants must meet the requirements as outlined in the Police Services Act for a Police Constable and provide proof of a valid Standard First Aid and C.P.R. certificate as well as a valid Ontario Driver's license with a good driving record permitting you to drive in Ontario with full driving privileges.

The OACP has redesigned the Constable Selection System and has entered into an agreement with TNT to provide standardized applicant testing. For this selection process, the St. Thomas Police Service requires your OACP Constable Selection System testing results. Applicants will be screened for an OACP certificate of results.

A cover letter and resume including your valid O.A.C.P. Certificate of Results (or the updated OACP Certificate through TNT) **INCLUDING hearing and vision testing results** should be sent to the St. Thomas Police Service either by email to [careers@stps.on.ca](mailto:careers@stps.on.ca) (an email reply acknowledging receipt will be sent) or by mail delivery to:

St. Thomas Police Service  
Constable Colin McGregor Building  
45 CASO Crossing  
St. Thomas, Ontario, N5R 0G7

**Any previous applicants must re-apply** by submitting an updated resume and current or equivalent Certificate of Results for consideration in this selection process.

### **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.

*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).*