



**COMMUNITY SUPPORT  
PERSONNEL  
INTERNAL/EXTERNAL POSTING  
SAGAMOK, ON**

**Posted: October 3, 2024  
Closing: October 17, 2024  
Salary: \$23.88 per hour**

The Anishinabek Police Service requires one (1) temporary full time Community Support Personnel (CSP) based at the Sagamok detachment. This position is a two (2) year contract, and will follow a regular shift rotation, working 36.25 hrs per week.

**Summary of Function:** The Community Support Personnel (CSP) play a vital role in enhancing the well-being of our community members, particularly those facing health, social, or economic challenges. By empowering individuals and reducing barriers to essential services, CSPs contribute to the creation of stronger, healthier communities. Their work embodies the principles of Mino-bimaadiziwin (the good life).

In this civilian role within the APS, CSPs collaborate with police officers and local organizations to address pressing community issues such as mental health, addiction disorders, and social isolation. Their proactive approach ensures that individuals receive timely and appropriate support, helping to prevent crises before they occur. By fostering connections among community members and promoting access to resources, CSPs are instrumental in building a resilient and supportive community.

**Qualifications:**

Desired Qualifications	
<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>○ Obtain a level four (4) on the shuttle run</li> <li>○ Valid Class G Driver's License;</li> <li>○ Minimum 18 years of age;</li> <li>○ Canadian Citizen or permanent resident;</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 services;</li> <li>○ Participation in personal and professional development learning opportunities for effective stress management and personal wellness</li> </ul>
<b>Personal Growth</b>	<ul style="list-style-type: none"> <li>○ Actively participates in in-service and cultural and language learning opportunities; proactively pursues opportunities for self-development.</li> </ul>
<b>Added Skills</b>	<ul style="list-style-type: none"> <li>○ Interpersonal, independence and team skills; organized; able to prioritize, multi-task; meet deadline</li> </ul>

**Interested applicants may submit a hiring package which includes the following:**

- Covering letter detailing interest in noted position;
- A resume detailing your career, education and relevant experience;
- APS Application form & Consent form

**Closing date for applications is Thursday, October 17, 2024 at 4:00 p.m. EST. Please quote SAG-34-24 on your application and the subject line of your message. All completed packages MUST be sent to [recruitment@pscops.org](mailto:recruitment@pscops.org) Please visit the civilian careers page of [www.pscops.org](http://www.pscops.org) for the detailed job description, application form and consent form.**

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@pscops.org](mailto:recruitment@pscops.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. \*\***