



Exempt Officer Central Saanich Police Service

Located on Southern Vancouver Island, on the ancestral land of the W̱SÁNEĆ peoples, the Central Saanich Police Service is a small, community focused Police Agency serving a population of 17,000. As our vibrant community is home to many deep rooted long-time residents, Community Policing is at the heart of our Service. We value our strong ties to our community partners The District of Central Saanich, the Sidney/N. Saanich RCMP and the W̱JQ̱ḺE̱P (Tsartlip) and S̱ÁUṮW̱ (Tsawout) First Nations. Our high community satisfaction rating can be attributed to the dedication of our members and our motto "Strength through Community".

Led by a progressive Police Board, CSPS affirms the immediate need for a diverse and inclusive Service and recognize that people from all backgrounds and orientations bring unique and valuable insight to the table. We value our working relationship with the Greater Victoria Police Diversity Advisory Committee ([GVPDAC](#)) and encourage all applicants to familiarize themselves with their mandate.

CSPS is proud to provide our sworn and civilian members with a variety of developmental opportunities. The investment in our staff allows us to meet and exceed the expectations of the community we serve.

As an experienced police officer you have a proven track record of working collaboratively within a small team with exceptional interpersonal, communication and conflict resolution skills. As an experienced investigator you have demonstrated the ability to conduct thorough and detail oriented investigations utilising enhanced investigative techniques that are fully compliant with all legal requirements, current best practices and internal policies. Your experience includes providing mentorship and support to junior members, as appropriate, and the proven ability to act in a supervisory position if required.

You have experience of community policing and providing high levels of service to a diverse population. You ensure that all policing matters are dealt with promptly and thoroughly and that your encounters with the public are professional, respectful and bias free. You are pro-active in identifying policing issues that affect the community and working collaboratively in order to initiate appropriate crime prevention/reduction strategies. You strive to maintain and enhance the values of the service.

Starting wage for an exempt officer is based on years of service.

We would be happy to confidentially connect you with a current CSPS member to share their experience working with CSPS or obtain further information about our Service.

Interested candidates are invited to apply in confidence with a covering letter and resume to recruiting@cspolice.ca by November 19th, 2021 at 4:00pm. Please identify competition 2021-02.