



RED ROCK INDIAN BAND

Strength. Tradition. Empowerment.

2 Gas Road, Lake Helen Reserve

Phone 807-887-2510 Fax: 807-887-3446

Red Rock Indian Band is accepting applicants for the position of:

Position Title: First Nations Police Constable (Recruit/Experienced Officer)
Department: Lake Helen Police Service
Hours of Work: Full-time (Shift Work)
Location: 2 Gas Road, Lake Helen ON
Posting Date: May 11, 2026
Posting Closes: June 26, 2026

Application Requirement – Shuttle Run / Fitness Test Video Submission

As part of the application process, applicants are required to submit, by email with their application package, a video demonstrating completion of the shuttle run / fitness test.

Summary:

Lake Helen Police provides front-line policing services focused on community safety, relationship-building, and respectful, professional service. If you are committed to working collaboratively with the community to prevent crime, support wellness, and improve public safety, a career in policing may be right for you.

Successful applicants demonstrate:

- Integrity, accountability, and sound judgement
- Strong communication skills and a calm, professional presence under pressure
- Commitment to equitable, respectful, and community-centered policing
- The ability to work independently and as part of a team
- A positive work history and continuous learning mindset

This is an operational policing role requiring:

- Rotating shifts (days/nights), weekends, and statutory holidays
- Potential on-call requirements and emergency response
- Exposure to challenging situations and environments (physical and emotional demands)

Responsibilities:

- Provide proactive patrol and rapid response to calls for service
- Enforce federal and provincial legislation, and applicable community bylaws and policies
- Investigate occurrences, gather evidence, take statements, and complete detailed reports
- Support victims of crime and connect individuals to appropriate services and resources
- Participate in community engagement, education, and crime prevention initiatives
- Conduct traffic enforcement and collision investigations as required
- Prepare for and attend court, provide testimony, and manage disclosure requirements
- Work collaboratively with partner agencies and community-based supports



RED ROCK INDIAN BAND

Strength. Tradition. Empowerment.

2 Gas Road, Lake Helen Reserve

Phone 807-887-2510 Fax: 807-887-3446

Qualifications:

Applicants must meet the minimum police constable standards in Ontario, including:

- Minimum 18 years of age and legally entitled to work in Canada (Canadian citizen or permanent resident)
- Valid Ontario Driver's Licence (Class G) with a satisfactory driving record (including a current driver's abstract upon request)
- Secondary school diploma (Grade 12) or equivalent
- Current Standard First Aid and CPR-C certification (must be valid by time of offer/employment)
- Valid OACP Certificate (or proof of active progression toward completion, if accepted by the service)
- Ability to meet hearing/vision and medical standards and successfully complete required fitness testing
- Ability to obtain and maintain a security clearance/background investigation, including satisfactory criminal record checks
- Physically and psychologically capable of performing the duties of a Police Constable, including shift work and operational demands

What Lake Helen Police Has to Offer:

Lake Helen Police offers a total rewards package consistent with Ontario Provincial Police (OPP) compensation and benefits, including competitive salary progression, comprehensive benefits, pension, paid leave, and additional premiums/allowances as applicable.

Hiring of Indigenous people will be given preference, please identify.

Interested applicants, please submit a cover letter, resume, three work related references, photocopies of education documents to:

jobs@rrib.ca

OR

Lake Helen Reserve #53, PO Box 1030, Nipigon, ON P0T 2J0

Please indicate "First Nations Police Constable" in your application.

We thank all candidates for applying; however, only those selected for an interview will be contacted. Accommodation is available on request for candidates taking part in all aspects of the selection process.