



Hiawatha First Nation

Hiawatha First Nation Employment Opportunity

Position Title: Full-time Police Constable Job#2026-28 (*Contract up-to 1 year)

Open to: Internal/External Applicants

Salary Range: \$67,632 - \$123,194 (based on past service as per OPP salary schedule)

Location: Hiawatha, ON

Posting Date: July 31, 2026

Posting Closes/Deadline: August 28, 2026 at 11:59pm

Tentative Interview Timeline: September 2026

About Us:

Hiawatha First Nation provides services to the citizens of Hiawatha. These services include health, social, administrative, membership, public works, lands and education. It is essential that these services are provided in a way that supports the Hiawatha's vision statement and the 7 Grandfather teachings of humility, honesty, bravery, wisdom, truth, respect and love.

Position Summary:

Hiawatha 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)

Duties:

- Preserve the Peace
- 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

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 (at applicants' expense)
- 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.
- Ontario Police College Basic Constable Training Certificate (experienced officer).
- **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, achieving level 7 or higher.

Other Qualities:

- College or University Education.
- Knowledge of the Indian Act.
- Ability to maintain Confidentiality.
- Excellent analytical, organizational and communication skills.
- Ability to cope with difficult and stressful situations.
- Typing and computer skills.
- Be of good moral character.
- Be physically and mentally able to perform the duties of the position, having regard for your own personal safety, other personnel as well as the safety of members of the public.

Experienced officers are welcome to apply**What Hiawatha Police Has to Offer:**

Hiawatha 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, shuttle run / fitness test video. If you are interested in this opportunity and possess the job requirements, please forward your up-to-date and current resume quoting the position title and job number, with a cover letter via email jobs@hiawathafn.ca on or before the posting closing date listed above.

Internal postings are for current employees and Citizens of Hiawatha. Internal applicants who are Citizens are reminded to please identify on your cover letter that you are a Hiawatha Citizen. Please be aware that for postings that are posted as Internal/External, preference will be given first to qualified internal applicants. Please be aware that tentative interview date(s) are subject to change and are posted for planning purposes only. In addition, Hiawatha is grateful for all who have shown interest in our First Nation and who have taken the time to apply, however, only those chosen for an interview will be contacted.

Hiawatha is an equal opportunity employer, as well, Hiawatha references Canada's Aboriginal Employment Preferences Policy To find out more about Hiawatha First Nation, please visit our website at www.hiawathafirstnation.com

We, the Mississaugi of Hiawatha First Nation, are a vibrant, proud, independent and healthy people balanced in the richness of our culture and traditional way of life.