



Manitoba First Nations Police Service Safety Officer – Job Posting

Position: Manitoba First Nations Police Safety Officer
Reports to: Community Support Unit - Sergeant
Accountable to: Inspector of Operations
Location: Roseau River, Long Plain, Fisher River & Brokenhead Detachments

The Manitoba First Nations Police Service (MFNPS) is seeking Safety Officers (SO) within our communities to assist police operations. A MFNPSO is granted peace officer status as an employee of the MFNPS who have successfully completed a Manitoba Government Approved First Nations Safety Officer Program training course as per the Manitoba Police Act Regulations.

A MFNPS SO works under the direction of a Community Support Unit – Sergeant to enhance community safety and support local policing operations:

- Addressing high priority/low risk to harm concerns, such as enforcing *The Intoxicated Persons Detention Act*, sections of *The Highway Traffic Act*.
- Engaging in crime prevention initiatives at the community level.
- Through their Peace Officer status, SOs may enforce other selected provincial statutes and acts to assist in the investigation of minor criminal offenses.

The SO program is coordinated by the MFNPS Community Support Unit (CSU). Direct supervision and scheduling of the SO member is the responsibility of the local Detachment Commander.

RESPONSIBILITY:

- Perform regular duties of a Safety Officer, including responding to high priority/low risk to harm calls for service, patrolling assigned areas, and engaging with the community as needed.
- Provide emergency assistance to victims of accidents, crimes, and natural disasters under the direction of the Detachment Commander.
- Participate in community engagement and crime prevention programs.
- Transport & guard individuals for Mental Health Assessments (MHA).
- Assist police members with transportation of individuals to Remand Centres.
- Other duties as assigned.

QUALIFICATIONS/REQUIREMENTS:

- Proof of Grade 12 or Equivalent Qualifications, has obtained a high school diploma or completed Equivalent Academic Training
- Valid Class 4 Driver's License
- Ability to work legally in Canada
- Successful completion of a thorough background check
- Manitoba Government Approved First Nations Safety Officer Program training as per the Manitoba Police Act Regulations or Ability to Attend Training



- Police Criminal Record Check
- Police Vulnerable Sector Check
- Child Abuse Registry Check
- Meet required re-qualification standards for Baton/OC
- Strong team player with a positive attitude

PHYSICAL REQUIREMENTS:

- Physically fit to perform the duties of a Manitoba First Nations Police Community Safety Officer, including the ability to engage in foot pursuits and respond to physical confrontations.

WORKING CONDITIONS:

- Outside, exposed to weather / Indoors, environmentally controlled
- Hazardous equipment, machinery, tools
- Extreme temperatures / Hazardous conditions
- In an enclosed vehicle or equipment
- Indoors, not environmentally controlled
- Extremely bright or inadequate lighting
- Sound and noise

REQUIRED COMPETENCIES:

Accountability and Excellence

- Aligns behaviors to organizational values (trust, integrity, leadership, inclusivity, collaborations)
- Addresses others whose behaviors are contrary to MFNPS values
- Demonstrates required level of job-related skill
- Focuses efforts on achieving standards of excellence through continuous improvement and ongoing development
- Complies with all relevant codes of conduct, policies and procedures
- Exercises self-control, adaptability and flexibility in stressful or difficult situations
- Accepts responsibility for own actions regardless of consequences

Decision Making

- Applies established guidelines and procedures to make informed decisions
- Seeks guidance as needed when the situation is unclear and involves the right people in the decision-making process
- Considers consequences of decisions including the impact on others and the MFNPS
- Reaches decisions that are consistent with established procedures and MFNPS values
- Assesses effectiveness of decisions and responds accordingly



Interaction and Influence

- Promotes team goals, shares the workload, and assists others
- Gives credit and acknowledges contributions and efforts of peers
- Treats others fairly, ethically, and with value — communicating openly and building trust
- Effective written and verbal communication skills – clear, concise and suited to others’ level of understanding
- Demonstrates cooperation, collaboration, and consensus-building when working with others within or outside the MFNPS
- Able to accept and take action on constructive criticism
- Effectively communicates using strategies to achieve common goals, influence, and gain support of others

Social & Cultural Competency

- Demonstrate a professional, empathetic, and objective demeanor
- Able to effectively interact, work and develop meaningful relationships with people of various ethnical, cultural, and social backgrounds
- Recognize and respect cultural diversity through communication and actions in all contexts
- Show respect and openness towards someone whose ethical, cultural, and social background is different from one’s own
- Able to recognize and manage one’s own behaviors, moods, and impulses to create an inclusive, equitable and welcoming environment within the MFNPS
- Demonstrate commitment to learning and applying the Seven Sacred Teachings to their work

Community Engagement

- Demonstrates professional, empathetic, and objective demeanor when dealing with all ethnical, cultural, and social groups
- Participates in policing and community partnership events where applicable
- Demonstrates service excellence consistent with the MFNPS strategic plan
- Uses discretionary time to engage in proactive patrols to address known community concerns
- Proactively initiates projects and increases awareness of programs targeting community issues

Patrol Effectiveness

- Able to interpret and understand the rights of individuals as it pertains to the Canadian Charter of Rights and Freedoms and applies these rights during patrols
- Applies legislation, policies, and procedures when performing policing duties
- Ensures quality of own work and seeks clarity on priorities as needed
- Authors factual reports and notes that are logical, concise, and comprehensive using correct grammar, spelling, and punctuation
- Performs call response and enforcement activities consistent with the unit expectations
- Is cognizant of and engages in effective officer safety practices



WORK SCHEDULE:

The work schedule will be forty (40) hours per week, various shifts (shift work).

SALARY & BENEFITS:

MFNPS offers competitive salary and benefits. Salaries and benefits will follow the Collective Bargaining Agreement (CBA). Salary Range: \$45,760.00 to \$62,400.00 annually, depending on experience.

The health benefits package and the registered pension plan are mandatory for all staff and will be in effect during the term of your employment. There is a 90-day waiting period.

DEADLINE FOR APPLICATIONS: October 10, 2025.

A complete application package should include:

- Proof of Grade 12 or Equivalent Qualifications, has obtained a high school diploma or completed Equivalent Academic Training
- Valid Class 4 Driver's License
- Manitoba Government Approved First Nations Safety Officer Program training as per the Manitoba Police Act Regulations or Ability to Attend Training
- Police Criminal Record Check
- Police Vulnerable Secor Check
- Child Abuse Registry Check

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MFNPS appreciates the interest of all who apply, preference will be given to qualified Indigenous candidates. Incomplete packages will not be considered and only those under consideration will be contacted.