

Instructor - Defensive Tactics

The Ontario Police College (OPC) is committed to advancing the safety of Ontario's diverse communities by setting evidence-based standards for police training, education and assessment of learning.

Consider this unique and rewarding opportunity to join OPC as a Basic Constable Training Instructor, where you will deliver training specific to police officers in Defensive Tactics.

All components of the Basic Constable Training (BCT) program are essential to the initial development of a police officer. This program is designed to provide candidates with knowledge of the laws and procedures frontline officers are required to apply in the performance of their duties. The BCT program places particular emphasis on the core police services as defined in section 11 (1) of the Community Safety and Policing Act (CSPA):

1. Crime prevention
2. Law enforcement
3. Assistance to victims of crime
4. Public order maintenance
5. Emergency response

About the job

As an experienced trainer/instructor, you will:

- Deliver and facilitate learning in assigned police and law enforcement related subject areas
- Provide subject matter expertise to learners, trainers, judicial hearings, and police services
- Design course training standards/plans and organize, coordinate, and evaluate police courses and training events
- Research subject area, prepare lesson plans and other resource material, and design tests and examinations

What you bring to the team

Mandatory requirements

- Minimum valid driver's license class of G or equivalent as recognized by the Province of Ontario
- Occasional travel within Ontario is required

Subject Matter Expertise

- You have demonstrated expertise, knowledge and skills required to provide training to new police officers in Defensive Tactics which is designed to provide new policed officers the basic tools and techniques required to perform the duties of a uniform police officer including basic defensive tactics and techniques.

Adult Training and Education

- You have knowledge and experience with training and education theories and methodologies in order to provide/facilitate training to learners, police services and other enforcement agencies
- You know curriculum design, development, and implementation techniques
- You can coordinate senior leadership training by contributing to competency updates, benchmarking existing training to those competencies and creating a standard for Ontario while ensuring collaboration with national police agencies
- You are proficient with common computer applications and the internet to prepare lesson plans, reports, presentations, graphics, etc.
- You can operate classroom presentation technology

Law Enforcement Knowledge

- You have knowledge and experience with criminal and/or provincial offences investigations best practices, procedures, and standards
- You are aware of advancements in technology and practices that affect policing services

Communication and Interpersonal Skills

- You have presentation skills to present and explain highly complex information clearly and accurately for learners
- You have written communication skills to prepare course materials and other reports
- You can provide expert testimony at judicial hearings and coroners inquests and undergo cross examination regarding teaching methodologies used in the design of training content
- You have team work skills to work effectively in a high performance team, including serving on committees
- You can negotiate and promote acceptance of new approaches as well as manage discipline issues

Analytical, Reasoning, and Problem-Solving Skills

- You can conduct research and analyze legal or policing issues
- You are able to identify training needs and provide solutions
- You can evaluate training program effectiveness as well as anticipate and respond to changes in the field

Don't meet every qualification?

If you are excited about this position and meet most, but not all, of the listed qualifications, please still consider applying. We recognize that no one person might have every qualification in this job ad, and you just might be the right candidate!

How we support diversity, inclusion and accessibility

- We are building an inclusive workforce that reflects the communities we serve. We encourage everyone interested in working with us to apply, including people with disabilities, Indigenous, Black and racialized individuals, as well as people from all

ethnicities, cultures, sexual orientations, gender identities and gender expressions.

Our hiring process is accessible, consistent with Ontario's [Human Rights Code](#) and the [Accessibility for Ontarians with Disabilities Act, 2005](#). We are working to prevent and remove barriers in our hiring processes and can offer [accommodation](#) to address specific needs related to Code-protected grounds such as disability, family status and religion. For more information about accommodation during the hiring process please [contact us](#).

Learn more about the work the OPS is doing to create an inclusive, anti-racist, accessible and diverse workplace:

- [diversity, equity and inclusion initiatives](#)
- [accessibility](#)
- [Anti-Racism Policy](#)

What we offer

The Ontario Public Service is one of Ontario's largest employers. Employees work for a wide range of ministries, with offices in more than 70 cities across the province.

We offer

- a career that can grow across ministries and job functions
- flexible learning and developmental opportunities, including education and mentorship programs
- a comprehensive compensation and benefits package
- base salary that aligns to market trends with performance-based pay and • scheduled salary progression
- tailored work arrangements, including opportunities like flex hours, self-funded leave and more
- a modern, friendly and accessible physical work environment

Additional information

Address: 10716 Hacienda Rd, Aylmer

Note:

- The results of this competition may be used to fill upcoming vacancies within the next twelve months.
- Employees working in congregate living settings may be required to provide proof they are fully vaccinated, meaning they are fully vaccinated as defined by the Ministry of Health (refer to: COVID-19 Fully Vaccinated Status in Ontario), including 14 calendar days have passed since receiving their final dose of the COVID-19 vaccine. Furthermore, employees working in congregate living settings may be required to undergo regular rapid antigen testing, regardless of vaccination status, as determined by the Employer.

How to apply:

1. You must [apply online](#).
2. Your cover letter and resume combined should not exceed five (5) pages. For tips and tools on how to write a concise cover letter and resume, review the [Writing a Cover Letter and Resume: Tips, Tools and Resources](#).
3. Customize your cover letter and resume to the qualifications listed on the job ad. Using concrete examples, you must show how you demonstrated the requirements for this job. We rely on the information you provide to us.
4. Read the [job description](#) to make sure you understand this job.
5. OPS employees are required to quote their WIN EMPLOYEE ID number when applying.
6. If you require a disability related accommodation in order to participate in the recruitment process, please [Contact Us](#) to provide your contact information. Recruitment services team will contact you within 48 hours.

All external applicants (including former employees of the Ontario Public Service) applying to a competition in a ministry or Commission public body must disclose (either in the cover letter or resume) previous employment with the Ontario Public Service. Disclosure must include positions held, dates of employment and any active restrictions as applicable from being rehired by the Ontario Public Service. Active restrictions can include time and/or ministry-specific restrictions currently in force, and may preclude a former employee from being offered a position with the Ontario Public Service for a specific time period (e.g. one year), or from being offered a position with a specific ministry (either for a pre-determined time period or indefinitely). The circumstances around an employee's exit will be considered prior to an offer of employment.

Remember:

The deadline to apply is **Monday, July 27, 2026 11:59 pm EDT**. Late applications will not be accepted.

We thank you for your interest. Only those selected for further screening or an interview will be contacted.

The Ontario Public Service is an inclusive employer.

Accommodation is available under the [Ontario's Human Rights Code](#).