



EXTERNAL POSTING
Constable – Truro Police Services
Competition # TPS-PSC1
Posting Date: Tuesday April 28, 2026
Closing Date: Tuesday May 12, 2026 at 4:00 pm



The Town of Truro is currently accepting applications for a Constable position with the Truro Police Service. This is a full-time position and is subject to the Collective Agreement between the Town of Truro and APA Local 102.

The Town of Truro is dedicated to fostering an inclusive community where everyone is treated with respect and has access to meaningful opportunities. We strive to ensure that our actions reflect the needs of the people we serve, with support and guidance from our Diversity Advisory Committee as we grow as an equitable and welcoming organization.

Nature of the position:

The Truro Police Service (TPS) is a community-based service celebrating 150 years of policing history. The TPS, under the leadership of the Chief of Police and the Truro Police Board, takes pride in providing service to a population of approximately 14,200 citizens. The TPS plays a vital role in the prevention of crime, the safety and well-being of all residents of, and visitors to, the Town of Truro. In addition, TPS Officers are community oriented, enthusiastic, dedicated and positive thinking with a desire to provide solid community policing.

Position Summary:

Police Officer Constables protect and serve the community; they keep law and order, working to prevent and solve crime and keep the peace. They respond to criminal activities and emergencies and perform other policing activities directed at improving, maintaining and ensuring quality of life for all.

Constables are required to enforce the law and take pro-active initiatives to detect and prevent crime. Constables are responsible to provide high profile policing and present a positive role model image and promote positive interactions with our citizens.

Constables report directly to the Platoon Sergeant and on occasion may report to the Platoon Corporal.

Please refer to the Town of Truro website for a detailed position description (www.truro.ca)

Education and Experience:

- Successfully complete Police Cadet Training Program from the Atlantic Police Academy or equivalent.
- Post-secondary education an asset.
- Extensive knowledge of the Criminal Code, Motor Vehicle Act, Municipal By-Laws and Federal and Provincial Statutes.
- Knowledge of the Controlled Drugs and Substances Act.
- General and geographical knowledge of the Truro Police Service jurisdiction.
- Demographic knowledge of the community being served.
- Knowledge of current investigative techniques.
- Working knowledge of police related equipment.
- Or; an acceptable combination of education, training and experience;

Competencies:

- Excellent interpersonal skills.
- Excellent organizational skills.
- Excellent communication skills (listening, written, and oral).
- Possess problem solving ability; be self-directing and innovative; have the ability to multi-task and positive results oriented.

Special Requirements:

- Legally entitled to work in Canada as a sworn police officer.
- Valid driver's license and acceptable driving record.
- Required to maintain confidentiality and discretion in dealing with sensitive issues.
- Ability to act as positive role model/mentor through volunteering and community engagement.
- Ability to work in crisis, emergency or difficult situations.
- Required to obtain security level of Enhanced Reliability.
- Psychological Screening, as required.

Working Conditions and Physical Environment:

The primary job function requires physical conditions necessary for sufficient mobility to work in a law enforcement setting. Applicants will be regularly exposed to uncontrolled, unpredictable and life-threatening conditions, conditions of high stress and hostile environments, including dangerous persons, firearms, potential exposure to communicable diseases and toxic materials.

Application Provisions:

Interested applicants must submit a resume with a concise covering letter highlighting relevant qualifications and experience. **Competition number must be clearly indicated on the envelope and covering letter.** Only applicants selected for an interview will be contacted.

Start Date:	TBD
Salary:	In accordance with Collective Agreement between The Truro Police Association, Local 102 of the Atlantic Police Association and the Town of Truro
Closing Date for Applications:	Tuesday May 12, 2026 at 4:00 pm
Forward applications to:	Tammy Totten, Manager of Human Resources Town of Truro 695 Prince Street Truro, NS B2N 1G5 Email: jobs@truro.ca

The Town of Truro is committed to fostering an inclusive working environment and encourages applications from a wide spectrum of backgrounds and experiences. We encourage individuals from historically underrepresented communities, including Black, racialized and Indigenous Peoples, members of the 2SLGBTQ+ community, newcomers to Canada, and People with Disabilities, to apply.



Job Description
Constable – Truro Police Service
Town of Truro
April 2026



POSITION SUMMARY:

Police Officers Constables protect and serve the community; they keep law and order, working to prevent and solve crime and keep the peace. They respond to criminal activities and emergencies and perform other policing activities directed at improving, maintaining and ensuring quality of life for all.

Constables are required to enforce the law and take pro-active initiatives to detect and prevent crime. Constables are responsible to provide high profile policing and present a positive role model image and promote positive interactions with our citizens.

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REPORTING RELATIONSHIPS:

Reports To: Platoon Sergeant

KEY WORKING RELATIONSHIPS:

- Internal:
- Department Personnel
 - Truro Police Association Local 102 PANS
 - Other Town Departments
- External:
- Nova Scotia Police Association
 - Community Organizations
 - Other Municipal Police Services/RCMP/Dept. of Justice
 - Any other outside Departments as required
 - Citizens
 - Media

RESPONSIBILITIES/ACCOUNTABILITIES:

- Patrol and provide a high profile uniform presence in the community to ensure the safety and well being of our citizens and the visitors to the community;
- Respond to calls in compliance with established policies and procedures; respond to the scene of a crime or an accident and ensure compliance with established policies and procedures;
- Make arrests for violations of law in compliance with established policies and procedures; interview suspects, witnesses; write crime reports in compliance with procedures; testify in court, as directed;
- Investigate crimes, incidents and occurrences including, but not limited to, criminal investigations, motor vehicle act, and drugs; gather intelligence on criminal activity; enforce Federal, Provincial Statutes and Municipal By-laws;

- Build and maintain strong liaison with members of the community; act as a role model and promote positive interactions with the citizens; respond to citizens' and visitors' complaints, questions and inquiries in a professional manner;
- Deliver awareness programs directed at crime prevention education intended to reduce the opportunity for crimes against persons and property within our community, as directed;
- Assist departmental staff with investigations and assist with follow-up investigations, as required;
- Liaison with other sections in the Department to remain current with on-going activities, as directed;
- Maintain departmental and individual equipment in conjunction with daily duties, collective agreement, and within the scope of personal qualification ability;
- Maintain close working relationship with members within the department to ensure continual exchange of information with on-going activities;
- Provide assistance to Canada Corrections, as directed;
- Attend meetings and exchange information with outside agencies, as required;
- Provide status reports related to on-going activities to the Platoon Sergeant; review established policies and procedures and make recommendations for changes and improvements, as necessary;
- Follow direction and operate within a change of command;
- Participate in the Town's Performance Management Program; participate in departmental and town organized training and development activities in addition to attending career development training;
- Other assigned responsibilities within the scope of the position.

QUALIFICATIONS

Education and Experience

- Successfully complete Police Cadet Training Program from the Atlantic Police Academy or equivalent;
- Post secondary education an asset;
- Extensive knowledge of the Criminal Code, Motor Vehicle Act, Municipal By-Laws and Federal and Provincial Statutes;
- Knowledge of the Controlled Drugs and Substances Act;
- General and geographical knowledge of the Truro Police Service jurisdiction;
- Demographic knowledge of the community being served;
- Knowledge of current investigative techniques;
- Working knowledge of police related equipment;
- Or; an acceptable combination of education, training and experience;

Competencies

- Excellent interpersonal skills;
- Excellent organizational skills;
- Excellent communication skills (listening, written, and oral);
- Possess problem solving ability; be self directing and innovative; have the ability to multi-task and positive results oriented;

WORKING CONDITIONS AND PHYSICAL ENVIRONMENT:

- Regular exposure to uncontrolled, unpredictable and life-threatening conditions; conditions of high stress and exposed to hostile environments; extensive public contact; dangerous persons, firearms; potential exposure to communicable diseases and toxic materials;
- Primary job functions may require physical conditions necessary for sufficient mobility to work in a law enforcement setting; restrain or subdue individuals; frequently required to sit for extended periods; occasionally required to stand, walk, or run; stoop, bend, kneel, crouch, reach, and twist; occasionally climb and balance; regularly push, pull, and/or carry light to moderate weights; occasionally lift, and/or move moderate to heavy weights;
- Field and operational environments;
- Office environment;
- Maintain physical fitness to sufficiently carry out the requirements of the job.

SPECIAL REQUIREMENTS:

- Legally entitled to work in Canada as a sworn police officer;
- Criminal Record Check;
- Valid driver's license and acceptable driving record;
- Psychological Screening, as required.