



LONDON POLICE SERVICE

Position: Psychologist
Status: Permanent, Full Time
Application Deadline: Friday, April 12, 2019

The London Police Service is located in southwestern Ontario, Canada. We have over 800 members (officers and civilians) and we proudly serve over 380,000 residents in the City of London. Our mission is to ensure the safety and well-being of London's communities and our goal is to have a membership that is representative of the diverse London community.

Duties and Responsibilities

- Develop, implement, and maintain a comprehensive Mental Health strategy for the London Police Service;
- Conduct pre-employment psychological evaluations of candidates for positions of Constable, Special Constable, Communications Operator, and specialized units;
- Conduct psychological evaluations to members as part of the internal selection process for membership on specialized teams;
- Provide psychological support and intervention to officers and civilians serving in positions throughout the Service which have been identified as at high risk for psychological consequences as a result of the nature of the work assigned;
- Provide individual clinical consultations to members at times of crisis or concern, offering supportive problem-focussed interventions;
- Provide advice and guidance to LPS Command Staff (civilian and sworn), specifically to the Superintendent of the Corporate Services Division, Inspector of the Human Resources Branch, and the Senior Executive Command regarding psychological issues affecting the organization and areas of high risk;
- Respond to severe critical and traumatic incidents such as on-duty deaths or life threatening situations through meeting with involved members for individual intervention;
- Attend SIU investigations as required to provide immediate assistance to members and schedule timely follow-ups;
- Respond to members in crisis or suffering possible Operational Stress Injuries and act as a liaison to external supports;
- Maintain oversight and coordination of existing LPS mental health and wellness programs including Critical Incident Stress Management, Peer Support, and R2MR;
- Liaise with Supervisors and the Return to Work Coordinator for psychological accommodations and/or return to work programs; and

- Develop, implement, and deliver educational initiatives designed to reduce stigma regarding psychological help-seeking and enhance the resilience and coping abilities of members.

Requirements

- PhD in Clinical Psychology.
- Registration in good standing with the College of Psychologists of Ontario or other equivalent provincial or state regulatory body, with eligibility for application to the College of Psychologists of Ontario that will permit the provision of health-care services in compliance with the regulations and professional practice standards of the College of Psychologists of Ontario.
- Minimum three (3) years of direct experience as a Clinical Psychologist using scientifically supported methodology and evidence based approaches to both evaluation and intervention.
- Current knowledge of scientific and professional literature regarding current issues, best practices and evidence-based care relevant to work with a police population, including knowledge and experience in trauma and critical incident response and strategies for proactive resilience building.
- Ability to formulate and apply effective intervention strategies and integrate psychological data.
- Excellent communication skills including the ability to communicate complex information effectively across all ranks and all areas of the Service, both individually and in groups, the ability to promote wellness and challenge stigma through both formal and informal presentations, and the ability to prepare written reports and documents with a high degree of precision and accuracy.
- Excellent planning and organizational skills, including experience in policy and guideline development.
- The ability to work independently and function with minimal supervision, demonstrating initiative, analytical skills, leadership, superior judgement and decision-making ability, a high degree of professionalism, and the ability to balance competing demands in a high-paced work environment.
- Must be willing to be available to provide after-hours support for members on an as needed basis (i.e. critical incidents).
- Valid Class “G” Driver License.
- Knowledge of the policing culture and a general understanding of the policing environment an asset.

Salary: \$124,727 - \$165,198

Benefits: Medical, Dental, and Vision, Life Insurance, Pension Plan (OMERS), Employee Family Assistance Plan, and On-site Fitness Facilities.

Application Process:

Please submit your resume and cover letter to hr@londonpolice.ca, to the attention of the Inspector, Human Resources Branch, and addressed to the Chief of Police.

We thank all applicants for their interest in London Police Service; however only those selected will be contacted.

Accommodations are available for applicants with disabilities. If you require accommodation throughout the recruitment process, please contact Human Resources at 519.661.5660.

