

Exhibit 50 H

## VANCOUVER POLICE DEPARTMENT POSITION PROFILE

**Rank:** Police Constable  
**Section/Unit:** General Patrol Teams

*Last Updated: July 15, 2003*

**Summary:** The GPT constable assumes the role of primary responder in the police mandate to maintain peace, order and security in society. In this role the constable performs the functions of response, referral, prevention, public education, crime solving and law enforcement.

### FUNCTIONS

<b>Response</b>	Responds to calls for service of a varying nature including criminal activity maintenance of the peace, informational and public relations. The response may derive from a number of sources including radio dispatch, supervisory direction, citizen requests and personal initiative.
<b>Referral</b>	Performs an impartial mediation function in situations of a varying nature including civil disputes, family trouble, nuisance complaints and medical concerns. Refers the citizen to an appropriate resource for assistance for all the aforementioned situations.
<b>Prevention</b>	Performs crime prevention activities, including advice to citizens on crime prevention initiatives on a one-to-one basis or in a group setting. Conducts field interviews involving suspicious persons and vehicles. Provides special attention to potential crime targets and provides information to specialized squads for targeting. Utilizes Problem-Oriented Policing technique to prevent criminal activity. Maintains a high visibility police presence by walking the beat and conducting routine vehicle patrol. Prevents breaches of the peace.
<b>Public Education</b>	Provides education to public during routine contacts and in a formal setting. The subject of public education may included traffic problems, crime prevention, safety issues, nuisances, disaster planning and substance abuse.
<b>Crime Solving</b>	Develops and communicates crime prevention programs that are sensitive to the needs of the community including Neighbourhood Watch, anti-theft programs and assault prevention programs. Attends meetings within the community and represents the needs of the community to the media when appropriate.
<b>Law Enforcement</b>	Enforces breaches of statute and common law including Criminal Code offences, provincial statutes, traffic violations, bylaws and other federal and provincial statutes. Includes the apprehension of criminals and violators, which may involve the use of appropriate levels of force. Serves processes on offenders and prepares the appropriate documentation to the courts, department, and/or related agencies.
<b>Problem Oriented Policing</b>	Participates in the community based policing model by acting as community team leader in identifying problems that damage the quality of life, then works through the community as a whole to find and apply solutions to those problems. Utilizes the formal problem solving process.

### CORE COMPETENCIES

<b>Coaching</b>	Providing instruction, guidance, advice and encouragement to help employees improve their job performance. <b>Performance Planning &amp; Review</b> (Seeks improved individual and organizational performance and results): Manages own performance based on external feedback and self-assessment. <b>Mentoring</b> Helps others learn by setting a positive example.
<b>Communication</b>	Clearly communicates orally and in writing. Communicates clearly, concisely and logically. <b>Oral Communication:</b> Communicates clearly, concisely and logically. <b>Written Communication:</b> Writes in a complete, clear and concise manner.

## CORE COMPETENCIES

<b>Community Focus</b>	Commitment to a community-based policing model that looks beyond immediate issues and searches for realistic longer term answers to complex community issues. <b>Public Participation</b> (Incorporates public input and feedback) Provides a street police officer's perspective in community planning. Identifies problems in area. <b>Community Policing:</b> (Identifying and solving underlying community problems) Responds to citizens with sensitivity in needs of different cultural and special needs groups. <b>Customer Focus:</b> (Develops organizational actions, values & services that focus on customer needs.) Gives complainants, victims and other citizens best effort to ensure customer satisfaction.
<b>Resource Management</b>	Works effectively and efficiently within financial, human and physical resources. <b>Work Management</b> (Manages multiple tasks and priorities for maximum personal and organizational success.) Uses time and resources productively to complete investigations or projects that are complete, within diary dates and meet the require standard. <b>Financial Planning</b> (Plans for the financial well being of the organization) Understand basic budgetary restraints placed on the team and the organization.
<b>Leadership</b>	Influencing, with integrity, others toward a desired direction to achieve the organizations mission goals, and fostering organizational values. <b>Goal Achievement</b> (Motivates and influences people toward the achievement of goals.) Has a clear sense of work/career goals. <b>Fostering Values</b> (Demonstrates and promotes organizational values of the department) Treats everyone fairly and with respect and dignity to maintain a positive working environment. <b>Planned Change</b> (Facilitates planned organizational change) Supports planned organizational change by providing input in a constructive fashion.
<b>Problem Solving &amp; Decision Making</b>	Analyzing and developing appropriate solutions to problems evaluating a course of actions reaching logical decisions. <b>Problem Solving:</b> Identifies problems, conducts background research, and provides recommendations. <b>Decision-Making:</b> Quickly draws conclusions based on available information and initiates action promptly.

## POSITION SPECIFIC COMPETENCIES

<b>Position Specific Knowledge</b>	Demonstrates practical knowledge of Federal and Provincial Legislation and Municipal Bylaws. Demonstrates working knowledge of use of force legislation and practices, including powers of arrest and search. Demonstrates understanding of departmental regulations. Applies knowledge of the essential elements of various offences in day-to-day situations/investigations.
<b>Interpersonal Skills</b>	Maintains composure and effectively deals with others. Is patient and shows interest in others. Is easy to be around and is approachable. Makes people feel appreciated and in touch with the person. Others turn to this individual for advice and support.
<b>Use of Force</b>	Demonstrates understanding of the use of force continuum as outlined in the VPD force options program and the Criminal Code. Has the physical and mental ability to carry out duties relating to use of force as required by various statutes, the police mandate and departmental policy. Has met the departmental standards for the use of force options.

## QUALIFICATIONS/REQUIREMENTS

### Experience: Type and Length

Varied as this is the entry level position

### Education:

Some Post Secondary

### Experience: Type and Length

### Education:

Some Post Secondary

QUALIFICATIONS/REQUIREMENTS

**Training:**

Cycle Training

**Qualifications (Licences, Certificates, etc.):**


Valid BCDL  
Use of Force  
Completion of JIBC – Police Academy Block III or  
equivalent

**Other:**

**Training:**

**Qualifications (Licences, Certificates, etc.):**

**Other:**

<b>Missing Women Commission of Inquiry</b>	
<b>EXHIBIT</b> No: 50 H	
Date:	December 15, 2011
	<b>Registrar</b>