



## Recruitment

### Quick Facts

- Each year, roughly 10,000 Canadians apply to join the RCMP as regular members.
- Basic requirements include that you:
  - are a Canadian citizen
  - are of good character
  - are proficient in either official language
  - have a secondary school diploma or equivalent
  - have a valid unrestricted Canadian driver's license
  - are at least 19 years of age
  - meet physical and medical requirements
  - are willing to work anywhere in Canada.

### Overview

From being on highway patrol in the communities of Newfoundland and Labrador, to educating youth on the dangers of illicit drugs in the classrooms of rural Saskatchewan, to intercepting illegal activities along the coast of British Columbia, being a regular member of the RCMP can be a rewarding and valuable experience.

### The Recruitment Process

The RCMP's employment practices are designed to meet the evolving needs of Canada's diverse and changing society. The foremost objective of the RCMP's recruiting process is to acquire the most qualified applicants for the Cadet Training Program.

### Information Sessions

RCMP applicants first attend an information session. Sessions are held in each province, usually with several other applicants and facilitated by an RCMP regular member. Individuals participate in discussions about the type of career opportunities that are available in the RCMP, as well as learn about the recruitment process and the Cadet Training Program.

### Competitive Recruiting Process

Only the most competitive applicants within each of the following designated

groups are processed: visible minorities, Aboriginal peoples, women, and Caucasian males.

**RCMP Police Aptitude Battery (RPAB)** The RCMP Police Aptitude Battery (RPAB) is made up of two separate tests.

The first test is the RCMP Police Aptitude Test (RPAT). This is a multiple choice test designed to evaluate an individual's aptitude for police work and measures seven skills deemed to be essential in performing the duties of a police officer. These skills are composition (spelling, grammar, and vocabulary), comprehension, memory, judgement, observation, logic, and computation.

The second test of the RPAB is the Six Factor Personality Questionnaire (SFPQ). From the SFPQ a conscientiousness score is extracted. It represents a concept not measured by the RPAT, but introduced because it is closely related to concepts such as honesty, integrity and commitment. Each question is a written statement about which you are asked to what extent you agree or disagree.



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An applicant's RPAB aggregate score is based on both the RPAT score and the conscientiousness score, which is roughly 60 per cent RPAT and 40 per cent conscientiousness score. Applicants will receive written feedback on their performance for both tests.

### Physical Abilities Requirement Evaluation (PARE)

The Physical Abilities Requirement Evaluation (PARE) is a job-related physical ability test that simulates a critical incident where a police officer chases, controls, and apprehends a suspect. This test was developed as a result of extensive research. The PARE certification costs \$40 - \$60 and is valid for six months. Achieving and maintaining the PARE standard reflects your personal fitness and commitment to personal health management that are valuable resources for a career with the RCMP.

### Regular Member Selection Interview Guide (RMSIG)

The Regular Member Selection Interview Guide (RMSIG) is the guide used by the RCMP to select applicants for RCMP cadet training. The guide is designed to ascertain the overall suitability for employment, assess competencies, as well as determine the potential to obtain a security clearance. The *Preparatory Guide for the RCMP Regular Member Selection Interview*, which can be found online, allows applicants to prepare for this stage of the recruitment process.

### Background Investigation

Applicants will undergo a security and suitability background investigation.

### Medical and Dental Exam

Applicants will undergo a medical and dental examination to determine if they are medically fit to take part in the Cadet Training Program and to be able to perform police duties.

### Enrollment as a Cadet

Applicants who have passed the RPAT, PARE, medical and dental examinations, applicant interviews, and obtained the required security clearance, will be considered for enrollment into the Cadet Training Program that is held at the Depot Training Academy in Regina, Saskatchewan.

### Postings

There are more than 750 detachments across Canada, in addition to Federal policing, foreign postings and international peacekeeping missions. Regular members will be posted to the area or detachment that has the greatest need for police services. All members must be prepared to serve anywhere in Canada.

### Duties

The Cadet Training Program at Depot is followed by six months of on-the-job field training. Newly engaged members are constables and are normally posted to general duty assignments initially, but other RCMP duty areas include marine services, crime prevention, passport and immigration, counterfeiting investigation, commercial crime, foreign missions, emergency response teams, and forensic laboratory services, among others.

For more information, please contact your local recruiting office or visit [www.rcmp-grc.gc.ca](http://www.rcmp-grc.gc.ca).