

Ontario Police Arbitration And Adjudication Commission (OPAAC)

Recruitment for Experienced Adjudicators for Placement on OPAAC's Roster of Adjudicators

Fees - \$2,000.00 per diem (8-hour day, Itemized Invoice), \$250.00/hr. (for partial day, Itemized Invoice), plus itemized expense recovery as per government policy

**Competition restricted to Ontario Residents
May Require Periodic Travel within Ontario**

In March 2019, the Ontario government passed the Community Safety and Policing Act, 2019 (CSPA), as part of the Comprehensive Ontario Police Services Act. On April 1, 2024, when the CSPA comes into force, the existing Ontario Police Arbitration Commission (OPAC) will carry on as the Ontario Police Arbitration and Adjudication Commission (OPAAC, or the Commission).

In accordance with the requirements of the CSPA, the Solicitor General appointed Adjudication Committee Members who are responsible for selecting and voting on the placement of prospective adjudicator candidates on OPAAC's Roster of Adjudicators. The CSPA and Regulations prescribe the core eligibility and competency criteria that Adjudication Committee Members must consider when placing prospective adjudicator candidates on the Roster of Adjudicators.

Selection Criteria

The qualifications and competencies of adjudicator candidates will be evaluated by the OPAAC Adjudication Committee Members. Individuals seeking placement on the OPAAC Roster of Adjudicators for CSPA, s. 147 appointments must meet a preponderance of the requirements set out in the CSPA and its Regulations, including other applicable criteria. Please clearly identify and address your qualification and competencies related to the following critical factors of the job:

- Education, including legal education (if any) and/or legal experience.
- Understanding of policing in Ontario and ability to interpret and apply the CSPA, Regulations, Statutory Powers Procedure Act, policies, and applicable adjudication and Court decisions.
- Experience and/or training as an adjudicator in any field
- Understanding of, and experience with, adjudication hearings, proceedings, and procedural rules

Selection Criteria – Cont.

- Knowledge, ability, and experience to interpret and apply the Police Services Act (PSA) and the CSPA, Regulations, Statutory Powers Procedures Act, and other relevant legislation.
- Familiarity with important settled decisions, caselaw, judgements of the Divisional/Superior Courts and Supreme Court
- Experience with mediation, and conflict resolution
- Ability to conduct adjudication hearings.
- Ability to analyze issues, evidence, manage exhibits, arguments, and law.
- Effective verbal and written communication skills, including excellent listening skills.
- Ability to write unbiased, timely decisions, congruent with facts, evidence, arguments, and law.
- Familiarity with, and comfort, using technology (e.g., Teams, Zoom)
- Ability to conduct adjudications remotely using technology.
- Proficient in exhibit management
- Maturity of judgment, integrity, critical thinking, experience, and logic
- Objectivity and neutrality
- Ensuring prompt commencement of hearings, motions, and continuations
- Timely written adjudication decisions conforming to legislated timelines.

How to apply

1. You must apply online. Please submit your resume, and any additional information to OPAAC@ontario.ca
2. Please read the adjudicator competency requirements carefully to ensure you understand the standard that OPAAC requires.
3. If you need a disability related accommodation to participate in the recruitment process, please contact the **OPAAC Program Manager** at **416-314-3520**, or OPAAC@ontario.ca. You will be contacted within 48 hours.

This is an ongoing competition. We urge candidates to apply as expeditiously as possible. We thank you in advance for your interest. Only those candidates who have been selected to the Roster will be contacted.

The Ontario Arbitration and Adjudication Commission is an equity, diversity, and inclusion employer. Accommodation is available in accordance with the Ontario Human Rights Code.