

Women in Policing Recruitment Camp

Written by Sarah Hobbs | March 26, 2025 at 11:36:am



The Saint John Police recruitment strategy for 2022-2027 focused on building a 5-year sustainable recruitment strategy that met the needs of our emerging demographics. Our recruitment strategy focused on being proactive by engaging individuals, community groups and the community at large to find and select the best possible candidates available. One of our strategies was to have outreach recruitment sessions. Our recruitment strategies, which included our first of two diversity focused recruitment camps held in May 2024, proved to be very successful. Inclusion and diversity will continue to be our focus to ensure the Saint John Police reflects the community we serve. Since 2022, through the implication of our recruitment strategies, the Saint John Police have hired 25 new officers which includes 5 female officers and 5 visible minorities. "Our mission is to recruit and select qualified individuals of high moral character who represent the diversity of our community to serve with passion, pride, honour, profession and distinction." Chief R. M Bruce.

Building on the success from the last inclusion and diversity camp, the Saint John Police are proud to announce our first female focused Recruitment Camp. This is an innovative initiative aimed at providing underrepresented community members such as women with an inspiring opportunity to explore a career in policing.

Our recruitment goal is to increase the representation of women and racially marginalized groups within the Saint John Police. This initiative aims to enhance

the services provided to these communities and foster stronger relationships with them. As part of this effort, the upcoming recruitment camp will be specifically focused on women.

The history of women in Canadian policing has progressed significantly. The Saint John Police hired our first female members in the early 1900's. At that time, they were referred to as "matrons". Their duties included secretarial work for the Chief, and assisting with female prisoners at the police station and jail. The roles of female officers have changed over the decades. It was not until the 1970's that female officers started to mimic the traditional roles of male officers which included wearing uniforms, carry sidearms and working in a patrol car.

The Saint John Police currently has 28 female officers. We have female officers working uniformed patrol, criminal investigation, street crime integrated enforcement, management and integrated Internet child exploitation unit. There are several female officers holding supervisory and leadership roles within our organization. According to Canadian statistics from 2023 women represented 23 percent of all police officers.

The Recruitment Camp that will be held on **Thursday, May 22, 2025**, from 8:00 a.m. to 5:00 p.m. at the Saint John Police Headquarters will offer participants a unique insight into the many rewarding opportunities available within the Saint John Police.

Through a series of engaging and interactive sessions, attendees will have the chance to interact with current officers, learn about the various roles and responsibilities within the Saint John Police, and gain hands-on experience in policing.

"We are excited to launch our first female focused Inclusion and Diversity Recruitment Camp as part of our ongoing commitment to fostering a police delivery model that reflects the diversity of the communities we serve. By providing an inclusive platform for underrepresented individuals to explore policing careers, we aim to create a stronger, more representative police service that can better address the needs of our diverse community." said Chief Robert M. Bruce.

For more information, including the camp syllabus, and to apply, please visit: [Women in Policing Recruitment Camp | Saint John Police Force](#)

For more news, visit [News | Saint John Police Force](#)