

# Essential Competency Interview



In addition to the minimum requirements for becoming a Police Constable with the Niagara Regional Police Service, you must possess certain competencies. A competency is defined as any skill, knowledge, ability, motive, behaviour or attitude essential to successful performance on the job.

The **ECI** is a behavioural type interview, (i.e., it is designed to explore the actual behaviours demonstrated by the candidate in various situations). Candidates are asked to describe their thoughts, feelings and actions. Candidates choose the situations or experiences, which best respond to the questions. The interview usually takes 2 to 2 ½ hours to complete.

## **Essential Competencies**

These are knowledge, skills and abilities which a candidate must demonstrate before becoming a police officer. They are:

1. **Resiliency**

2. **Teamwork**

3. **Communication**

4. **Problem Solving**

5. **Leadership**

6. **Inclusivity**

