



# United Protection Services

Canada's most diverse security provider

## 1-877-465-1708

## The Hiring Process

### Application requirements:

- Age 18 or older and in good health
- Able to pass security clearance check
- Fluent in verbal and written English, good communication skills
- Able to meet mandatory training requirements
- Independent, bondable, punctual and reliable

### Desirable attributes:

- Willing to work various shifts, including nights and weekends
- Have reliable transportation and clean driving record
- A neat, clean, presentable appearance
- Basic computer skills
- Enjoy a variety of assignments, postings and duties
- Grade 12 or equivalent plus post-secondary or trades training

### Step-by-step interview process:

- Complete the application form, interview and orientation
- Complete security clearance check and fingerprinting
- Have available funds to pay for licences and clearances not paid for by the Company
- Complete mandatory training requirements
- Present a transcript to the Recruiting Officer of your results of any pre-employment mandatory training

### Submit an application form and resume

#### 1. Complete the application form

(either online or print a copy and fill in by hand)  
(include your resume if you have one)

#### 2. Email your resume to: [hr@unitedprotection.com](mailto:hr@unitedprotection.com)

or

#### 3. Fax your resume to: 1.780.463.6372



### After receipt of security clearance and confirmation of your licence:

- You may or may not be offered a position
- If hired, you will be issued a uniform and guard handbook
- You will complete applicable forms with respect to company benefits, tax deductions, etc.
- You will be asked to sign an Oath of Allegiance and Confidentiality
- You will be assigned a Reg. or I.D. number which will be used on all reports and payroll documents
- You will be assigned to a supervisor who will arrange for and accompany you on your first assignment and shift
- You will be on probation for three months during which time you could be released without cause and without notice if you were determined to be unsuitable or unacceptable to the company
- Upon satisfactory completion of probation you will be issued your applicable rank, additional uniforms and equipment items
- At all times you will be required to abide by the Company's Policies, Procedures, Codes of Conduct, Standards and Orders of the Day

[www.unitedprotection.com](http://www.unitedprotection.com)



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## Employment Information

### We have many exciting careers opportunities!

- Security Guards
- Mobile Patrol Officers
- Customer Care Representatives
- Remote Video Monitoring Staff

### Keeping things safe and secure, 24-hours-a-day

Security guards patrol and monitor industrial, commercial, retail and other types of property. The types of duties will vary such as an airport security guard, a bodyguard, gate attendant, crossing guard, patrolling industrial sites, guarding offices or equipment. It will often involve shiftwork (days, nights, weekends).

It is your job to observe and report everything that happens on your shift and write detailed reports about incidents or suspects in the event that charges are laid by authorities.

### Do you have what it takes?

You are generally paid an hourly wage which will increase with experience. You need to be flexible with your hours and shifts. The nature of security work is routine and you can spend long hours standing or sitting. Despite this, you have to stay alert. Something unexpected could happen at any time and you will be called upon to respond to a situation.

Your job involves dealing with people in a variety of ways, such as giving directions, answering questions or getting aid for someone who is ill. It will also involve enforcing regulations and maintaining order, sometimes in difficult situations. You will be asked to deal with everything from theft to intoxicated patrons.

Much of the time you are working with little or no supervision. You are expected to handle situations in a professional manner, and make your own decisions. Although much of the work is routine, the job can also be rewarding and satisfying as you will meet and help people.

### Training

United provides on-the-job training. You will start as a trainee and will have opportunity to work your way up. The experience gained can be used as a stepping stone to a career in police work, the military or to a job in a correctional institution.

You must be able to get along with people and communicate well. Security guards do not have the same enforcement powers as police officers, therefore you must rely on your communication skills rather than authority in order to control a difficult situation.

It is important to present yourself confidently and professionally, be neat and well-groomed. To be successful, you have to be self-motivated and be able to work on your own, with little supervision.

Honesty and reliability are important qualities for a security guard. You may be called upon to guard valuable objects or expensive equipment.

### Applicant screening procedures

- Employment history
- Criminal background check
- Drug screening (client option)
- Driver's license (if needed)
- Military history
- Psychological profile
- Personal references
- Good moral character

### We offer competitive compensation and benefits

- Flexible hours
- Bonuses and incentives
- Contract completion bonus
- Tuition reimbursement
- Length of service awards
- Security officer of the month
- Safety recognition programs
- Recognition programs
- Direct deposit
- Advancement opportunities
- Life and accident insurance
- Merit point award system
- Share purchase plan
- Perfect attendance awards

### Submit an application form and resume

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(either online or print a copy and fill in by hand)  
(include your resume if you have one)
- 2. Email your resume to:** [hr@unitedprotection.com](mailto:hr@unitedprotection.com)  
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