

APPENDIX A

CRITERIA FOR THE RECRUITMENT OF A JUSTICE OF THE PEACE

a. Skills and Abilities

- Skills, experience and/or education relevant and transferrable to the work of a justice of the peace
- Sound practical judgment
- A high level of achievement in the area(s) of paid or volunteer work
- An awareness, interest in and understanding of the role of a justice of the peace
- Strong intellectual, analytical and decision-making abilities
- Strong listening skills
- Strong written and oral communication skills in English and French, or where applicable, in English, French and Inuktitut or Inuinnaqtun.
- Ability to work independently, managing time and heavy workload without supervision
- Ability to make sound and timely judgments
- Ability to keep an open mind while hearing all sides of an argument
- Capacity to handle stress, pressures and isolation of the judicial role
- Strong, dignified interpersonal skills
- Computer skills
- Ability and willingness to learn
- Ability to travel as required
- Ability to present a clear, concise and well-written application document that is reflective of the candidate's interest and ability

b. Personal Characteristics

- Politeness, compassion, empathy and respect for the essential dignity of all persons
- Good health and be free of any addictions to alcohol or drugs
- Moral courage and high ethics
- Patience
- Punctuality and good work habits
- A reputation for integrity and fairness
- An absence of pomposity and authoritarian tendencies
- Courtesy
- Honesty
- Reliability and preparedness
- Not involved in serious, unresolved professional complaints/claims, civil actions or financial claims including proposals to creditors or family support arrears or bankruptcy
- Absence of a criminal record

- The applicant should exemplify the Inuit values set out in Appendix A in his or her personal life.

c. Community Awareness

- Keen interest in people and humanity
- A demonstrated commitment to community service
- Awareness of and an interest in regional and social issues that give rise to cases coming before the courts
- Demonstrated knowledge of Inuit social values and governance traditions

d. Need of the Community

- The number of active JPs in the applicant's community, their workload, and whether there is a demonstrated need for additional JPs in that community;
- Whether an applicant is planning to move to a community with a demonstrated need for JPs in the near future.

e. Recommendation of the Town, Village, or Hamlet

- Recommendations from the local municipal council in the area in which the applicant resides will be taken into consideration. However, the absence of such a recommendation does not preclude consideration of a candidate who is otherwise qualified.