



Conditions of Employment

- As per Council Policy 11-125, “Employment of Relatives of Staff Members and Elected Officials”:
- Immediate relatives of staff of the human resources division, directors, general managers, the chief administrative officer and elected officials shall not be employed by the city in any capacity.
- Immediate relatives of all other management personnel shall not be employed within the same division (in the case of students).
- Applicants must be 15 years of age or over by their first day of employment unless otherwise specified.
- A current standard first-aid certificate and police reference check are a condition of employment for all positions. Any related costs are the responsibility of the applicant.
- The selection of staff is based on a combination of application, resume review, interview performance and reference check.
- The City of Kitchener does not guarantee employment for any applicant or returning staff.
- Employment is conditional upon attendance at all training sessions, submission of required documentation and adherence to minimum age requirements.