



**BRITISH COLUMBIA
SHERIFF
SERVICE**

**Deputy Sheriff
Recruitment Process**

Last Updated: **July 2026**

Stage One – Application and Document Submission

1. Submit your Resume and complete an online questionnaire

Prepare an up-to-date resume that includes your full employment and educational history for a minimum of the past ten (10) years. You will be required to upload your resume to your online profile when applying on the job posting and completing the online application. Your resume may not be reviewed as part of the initial screening process, but it may be reviewed at a later stage of the competition. **PLEASE DO NOT** submit a cover letter, as it will not be reviewed.

As part of the online application process, you will be prompted to complete an **online questionnaire** to demonstrate how you meet the job qualifications. You will need approximately **15** minutes to complete it.

2. NEW July 2026: English Language Proficiency Test

Applicants who meet the minimum criteria and pass the questionnaire will be contacted by the [BC Sheriff Service Recruitment Office](#) to complete an English Language Proficiency test. Please read the [Deputy Sheriff Frequently Asked Questions](#) for more information.

3. Document Submission

Applicants who pass the language proficiency test and meet selection criteria will then be shortlisted and invited via email to submit the required documentation. The following Stage One documents are due within one week of receiving an invitation email:

i. Birth Certificate and/or Proof of legal entitlement to work in Canada

This can be in the form of your Canadian Provincial Birth Certificate, Canadian passport, Permanent Resident Card, or other citizenship papers etc. Submit a photocopy of front and back.

ii. Grade 12 diploma, GED, Adult Dogwood Diploma, University degree or post-secondary diploma

If the equivalent high school graduation, degree or diploma is from an institution outside of North America, New Zealand, Australia, UK and Ireland you will be required to have this credential verified by a designated organization. Please refer to the [IRCC website](#) for a list of designated organizations.

iii. Class 1, 2, 3, 4, or 5 Driver's License – photocopy of front and back

A Class 1, 2 or 4 unrestricted driver's license is required for the job. You may have your learners when applying if you do not have this license type. **This must be booked in advance with ICBC - please do so as soon as you are able, so that you meet our deadline of submitting your Class 4 learner's.**

iv. Safe driving record (driver's abstract only) for the past 5 years

[Get Your Driving Record](#). If you hold a valid driver's license outside of the Province of British Columbia, please contact the [Insurance Corporation of British Columbia](#) and inquire if it is an equivalent to a Class 1, 2 and 4 unrestricted driver's license in BC.

4. Your completed **BC Public Service Security Screening (SSQ)**.

Instructions on how to submit the SSQ form will be sent to you in a separate invitation email after you submit the above noted documents.

Attention to detail is essential in the role of a deputy sheriff. Please ensure that all documentation is submitted as requested.

Applicants who do not pass any of the above noted steps will not move forward in the hiring competition.

Stage Two – Physical Assessment and Interviews

If your application and supporting documentation are determined to meet the selection criteria as outlined in Stage one, you will be contacted to move to the next stage of the selection process, which includes:

1. Completion of the **Sheriffs Officer Fitness, Agility, and Strength Test (SOFAST)**. Your result is valid for up to six (6) months. You will be notified when registering for available dates if you choose to run the SOFAST.

OR

Completion of the **Police Officers Physical Abilities Test (POPAT)** or **Physical Abilities Requirement Evaluation (PARE)** which must be completed in 4 minutes and 15 seconds. The POPAT and PARE are valid for three (3) months.

SOFAST testing will be provided by the BC Sheriff Service; however, any costs associated with third-party testing are the responsibility of the applicant.

If you are successful throughout the entire hiring process, on day one of Sheriff Recruit Training, you will be required to run SOFAST, and it is mandatory that you successfully pass it.

2. **A competency-based panel interview.**

Only applicants who successfully pass all prior stages will be invited to an interview. Applicants may wish to review the BC Public Service interview and assessment process for additional information: <https://www2.gov.bc.ca/gov/content/careers-myhr/job-seekers/application-process/interview-assessment>

Stage Three – Conditional Offer Letter and Background Checks

Applicants who successfully pass all prior stages of the hiring process and are screened in may be given a conditional offer of employment, that includes the requirement to pass the following background checks

- i. Past work performance (reference) check.
- ii. An enhanced background security check, including a criminal record check, fingerprinting, and a Computer Voice Stress Analysis (CVSA) test
- iii. A comprehensive medical examination by our Occupational Health Programs physician, including vision and hearing assessments

Please note that due to the high volume of applications, some successful applicants may not be given a conditional offer of employment and instead will receive a position on an eligibility list after passing Stage Two. Eligibility list applicants will be moved to the next recruitment intake period for consideration.

Stage Four – Offer of Employment and Training

Successful candidates will be scheduled to attend the Sheriff Recruit Training (SRT) program. Details regarding training dates, locations, and onboarding requirements will be provided at that time.