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**Interview Assessment of  
JACK, Michael  
File # 080558**

**Date:** 28 May 08

**Interviewer 1:** Sergeant Steve Haennel  
Sergeant Joanne Whitney

**1. Background/ Maturity/ Interpersonal Skills:**

**Above**

- The candidate presented himself in a very mature and professional manner. He was open, honest with his responses.
- He was lengthy with his responses which at times required re-direction. He discussed this prior to the start of the interview and was advised we would re-direct him if necessary. He did not want to give all the information we were seeking.
- All of his responses were intelligent and his background suggested a plan.
- No issues with finances, alcohol, drugs, or biases.
- The candidate has lived in Russia, Israel, USA and then came to Canada in 2000.
- He came to Canada not knowing anyone and was able to immerse himself in the Canadian culture, pursue education and remain employed while learning the English language.
- He was also able to find suitable living accommodation and is like a member of the family where he resides and now lives in the main part of the house.
- He gained employment as Security for a local establishment in order to gain more exposure to the social aspect of the culture.
- There are no issues with taking a northern posting; but he has built a relationship in the area he currently resides and would like to build upon that.
- He has also applied to York Regional PS and did apply to the RCMP, but withdrew his application.
- He is currently an instructor at Trent University only because he does not meet the current requirements to be classified as a Professor properly.
- The candidate is willing to help in the academic arena, as well as his personal area.

**2. Motivation/ Other Skills:**

**Above**

- The candidate has completed a 3 yr mandatory service in the Israeli Navy as a Marine Electrician and then was part of the Israeli Merchant Fleet as an Electrical Officer for one year.
- He has graduated from Trent University with an A+ average in both a B.Sc. and an M.Sc.
- The candidate speaks English, Hebrew and Russian fluently.
- His studies and University Instructing involve the Computer Science.
- He has worked for Intel Inc. and has a very high working knowledge of computers.
- He has written and published papers in his field of study.
- He has spoken to other police officers and conducted internet research regarding the policing profession.

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- He feels that at this time he has reached the level of maturity and experience required to take on the role of Constable.
- He presented all the information required plus other information in his application.
- He sought out and participated in the process to become an OPP officer once he was sure this was what he wanted as a career including undergoing laser surgery.

**3. Driving History:**

**Meets**

- The candidate holds a G licence. He has held driver's licences in Israel and USA (New Mexico, Oregon)
- He has considerable experience driving and has taken some driver training, although not recent.
- The candidate has had some speeding charges, but the last one was in 98 in Oregon.
- He has been involved in 1 MVC in 2005 where he was charged with improper left turn. He paid that fine within two hours.
- The candidate does not currently drive much, but goes to Toronto from Peterborough on occasion. He has had experience driving in other places however.

**4. Education:**

**Exceeds**

- The candidate graduated a 4 yr Bachelor of Science Degree with distinction and an A+ average.
- He has also obtained his Master's Degree at Trent University with an A+ average.
- He currently is an instructor at Trent University lecturing students in the field of Computer Science.
- He also successfully graduated High School after moving from Russia to Israel and then also graduated from a trade College there as well.

**5. Employment:**

**Above**

- The candidate is currently employed as an instructor at Trent University.
- He also maintained part-time employment as a Teaching Assistant while completing his undergraduate degree
- The candidate has undertaken a number of Security positions with various establishments.
- He advises that when he was in Israel he also had to take on other menial types of work in order to just survive.
- He appears to be a very hard worker and has taken on various types of seasonal employment where he was always invited back to work.

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6. Fitness:

Exceeds

- The candidate advises that he works out at least 4 days per week.
- He lifts weights, swims and runs to stay in shape.
- He has followed this routine ever since he was very young.
- He has also run a half marathon with no problems.
- The candidate also gives of his spare time by helping others at the gym or the pool with their routines.

7. Community Focus

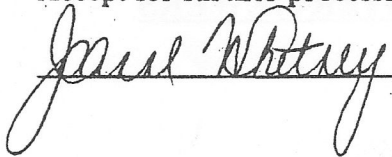
Meets

- The candidate advises that he has helped out tutoring, guest lecturing and building shelves on his own time as part of his involvement at school/work.
- He is also active at the gym helping others build their workout routines and assisting them with proper technique on his own.
- He assists others while at the pool by teaching proper diving techniques and has built an unofficial swimming group on Friday nights.

**Summary:**

The candidate is very intelligent and is goal oriented. He advised he decided that he was going to pursue a vision of graduating from an English University and he did that. He has a wealth of knowledge in the Computer Technology and Socialization which would be a great asset to the organization. He has travelled in many different countries and speaks three languages fluently. He is logical and reasons things out while taking into consideration any visions or goals he wishes to pursue.

Accept for further processing



Signature

Signature

**Background notes:** The candidate immigrated to Canada in 2000 and advises he has recently undergone a security clearance to become an officer in the Canadian Military.

PROVINCIAL CONSTABLE



LOCAL FOCUS INTERVIEW

Applicant's surname Jack First name Michael

File: 080558 Date: 29 May 08 Start: 1030 Finish: 12:22

Recruiter(s): Sgt J. Whitney

RECOMMENDATION: Accept

Proceed to Background

Proceed (concerns)

Consider for Cadet

Consider for Auxiliary

Apply Again

Permanently Screen Out

INTRODUCTIONS FOR THE INTERVIEWERS

1. Introduce the interviewer(s) to the applicant.
2. Advise the applicant:
  - The purpose of this interview is to identify potential candidates with the knowledge, skills and behavioral competencies for the position of Ontario Provincial Police Constable.
  - Take your time to develop your answers and do not hesitate to ask for any question to be repeated.
  - It is important that you be open and honest with your responses throughout the interview as the information you provide may be verified.
  - I will be writing as you answer the questions; do not let this distract you because we may not be making eye contact.
  - Do you have any questions before we begin?