



CRIME ANALYST / SENIOR CRIME ANALYST

COMPETITION: #2022-220722

SECTION: Special Investigation Section, Counter Exploitation Unit
STATUS: Temporary full-time
DURATION: Approximately until March 31, 2023 – may be extended or reduced for operational reasons or circumstances that could not be foreseen at the time of posting
HOURS OF WORK: Tuesday to Friday, 7:00 a.m. to 4:00 p.m.
SALARY: **Senior Crime Analyst** (more than five years' experience): Pay Grade 28 - \$45.68 to \$53.97 per hour
Crime Analyst (less than five years' experience): Pay Grade 26 - \$41.98 to \$49.61 per hour
COMPETITION END DATE: Friday, August 19, 2022

Responsible for providing analytical support to Counter Exploitation investigative team.

ESSENTIAL DUTIES

- Reviews and analyzes operational files, and presents conclusions concisely to guide investigative and tactical responses
- Develops evidentiary and event timelines, link association charts, financial analysis, telephone record (CDR / TDRW) analysis, commodity flow analysis, GPS tracker analysis, and phone tracker analysis
- Validates, collates, evaluates, and integrates evidence and information from various elements of an investigation in order to develop persons of interest, suspects, and investigative leads
- Assists in the design and planning of projects or complex investigations, the development of interdiction strategies, information workflow processes, and the creation of investigative collection plans
- Develops offender profiles and backgrounds in support of major crime investigations
- Conducts covert and open source research for investigative purposes, and captures evidentiary material with the use of forensic software
- Prepares written reports and oral briefings, making recommendations for implementing strategies to address identified problems
- Collects and solicits reports and intelligence from other law enforcement and partner agencies, and develops analytical services by way of research and tracking of suspects
- Develops and identifies crime series, persons of interest, and investigative leads based on the evaluation of key MO characteristics, and behavioural, spatial and temporal analysis
- Presents analytical results in court
- Advises and assists supervisors on questions and problems relating to their own fields of specialization
- Delivers presentations, briefings, and situation reports on crime trends as directed
- Uses computer databases and advanced software tools to access criminal intelligence information and discern patterns of interest
- Analytical follow-up of seized electronic communication devices
- Conducting link, temporal, and statistical analysis of large amounts of data
- Validating, evaluating, and integrating evidence and information from various elements of the project in order to develop persons of interest, suspects, and investigative leads
- Evaluating and analyzing data with the goal of prioritizing cases and suspects
- Assisting with assessing files and to determine the likelihood of a successful investigation, and making suggestions on investigations based on validity of data
- Utilizing computer databases and advanced software tools to access criminal intelligence information and to discern patterns of interest
- Other related duties and responsibilities as assigned



KNOWLEDGE, SKILLS, AND ABILITIES

Required:

- Sound knowledge of the *Canada Evidence Act*, including disclosure rules and legalities surrounding the proper handling of information and data obtained via judicial authorizations, the Criminal Code of Canada, including Part VI and the Interception of Private Communications, and the *Sex Offender Registry Act*
- Extensive knowledge of Word, Excel, Access, Adobe, and PowerPoint
- Considerable knowledge using PRIME, RMS, CAD, CRIME, ESRI ArcGIS with Spatial Analyst Extension, Analyst Notebook, i2 WorkStation, iBase, JUSTIN, CORNET, InfoPol,
- Training relating to the application of analytical principles, practices, and techniques
- Considerable knowledge of and familiarity with open source investigative techniques
- Ability to review and analyze graphic and disturbing content pertaining to sexual offence investigations
- Ability to establish and maintain effective working relationships in a team environment
- Considerable independence of judgment and action in carrying out assignments

Preferred:

- Superior database and computer skills
- Experience using Voicebox and/or Cellebrite
- Experience using ICU Workbench
- Training in Hunchly and familiarity with various social media platforms
- Considerable knowledge of research, and statistical and analytical principles and techniques, including data-mining techniques necessary to support CompStat

EXPERIENCE

Required:

- Must have five years' crime analyst experience to be considered qualified as a Senior Crime Analyst applicant
- Experience in both qualitative and quantitative research methodology
- Experience conducting GPS Tracker, TDRW/CDR, and cell tower dump analysis
- Experience using the Major Case Management (MCM) model and previous work in an investigative unit
- Experience writing complex evidentiary reports

Preferred:

- Previous experience working as an analyst in an investigative unit
- Previous experience in court procedures and providing testimony

EDUCATION

Required:

- University degree in social sciences (BA), sciences (BSc), or business administration (BBA) and,
- Completed **at least one** or more of the following specialty analytic training programs or certifications:
 - Mercyhurst University – master's degree in applied intelligence
 - BCIT Crime & Intelligence Analysis – advanced specialty certificate
 - SFU Police Studies Certificate Program (crime analysis and cybercrime courses)



- JIBC graduate certificate – Tactical Crime Analysis Certificate
- JIBC graduate certificate – Intelligence Analysis Certificate
- Mercyhurst University – Applied Intelligence Graduate Certificate
- IACA – Certified Law Enforcement Analyst (CLEA)
- IALEIA Fundamentals in Intelligence Analysis Training (FIAT) course with Criminal Intelligence Certified Analyst Certification (CICA)

Or

- BCIT bachelors of technology (BTech) in crime and intelligence analysis, and have completed an LPI (min. 70%), and university-level statistics course.

OTHER REQUIREMENTS

- Valid BC Driver's licence
- All employees must maintain their enhanced security clearance while employed with the Vancouver Police Department, which will be renewed every five years or as required

SELECTION PROCESS

Candidates will be required to achieve 70% on a written test in order to move forward to the interview stage.

- The test will account for 40% of overall score
- The interview will account for 40% of overall score
- The application package will account for 20% of overall score
- Each application should include a completed [Analyst Competition Application Package](#) containing the prerequisite sample work products, analytic experience narrative, references, certificates, academic credentials, resume, and cover letter
- The application package must be submitted prior to the competition closing date, including all documents and sample products

NOTE: This position falls under the jurisdiction of Teamsters Local 31.

Applicants should submit a resume, cover letter, and complete application package via email to vpd.civilian.jobs@vpd.ca by 4:30 p.m. of the closing date. **The competition number must be indicated in the subject line in the email.**