VANCOUVER POLICE DEPARTMENT | *Beyond the Call*

SECURITY ANALYST

COMPETITION: #2267- 50040935

SECTION:	Information & Communication Technology
STATUS:	Regular full-time
HOURS OF WORK:	Monday to Friday, 8:00 a.m. to 4:00 p.m. (35-hour work week)
SALARY:	Pay Range 80 - $89,283 to $111,609 annually
COMPETITION END DATE:	Friday, November 18, 2022

Responsible for planning and carrying out security measures to ensure the Department's infrastructures and digital assets are protected from unauthorized access, and detects and prevents cyber threats to the Department by identifying weaknesses in the environment and finding ways to protect the infrastructure.

ESSENTIAL DUTIES

- Actively monitors the infrastructure for security issues; prevents and stops unauthorized access; administers, monitors, and audits internet access and all security related technologies, including remote user access systems
- Maintains and administers or works with other team members to ensure a secure implementation of Active Directory and group policies
- Plans, implements, administers, maintains, and monitors IT security controls for network, endpoint, server, application, etc.
- Performs vulnerability assessments to identify weaknesses and generates reports to evaluate the effectiveness of security measures
- Documents security issues, examines security breaches, gathers electronic evidence, recommends and develops remedial actions
- Recommends and develops department-wide best practices for IT security; works with other team members to ensure the infrastructure is using sound architectural designs
- Coordinates any planning and participates in security audits, risk and compliance assessments; participates in IT security investigations and cybersecurity exercises
- Researches and evaluates new and emerging IT security technologies and threats; works with other team members on designs, tests, and the implementation of security-related technologies, including developing business cases for security investments
- Provides periodic review, evaluation, and revision of existing policies to ensure their relevance and effectiveness; educates IT staff and other users on Departmental security policy, and promotes general security awareness
- Other related duties and responsibilities as assigned

KNOWLEDGE, SKILLS, AND ABILITIES

Required:

- Ability to draw on knowledge and experience in different technology domains, combined with verbal and written communication skills, to convey complicated technical, security, and compliance concepts to peers and management
- Working knowledge on maintaining different security appliances, software, and systems monitoring tools
- Knowledge of network infrastructure, including routers, switches, firewalls, and the associated network protocols and concepts
- Knowledge of various cybersecurity technologies, architectures, and solutions
- Knowledge of managing digital certificates
- Knowledge and experience with information security policy frameworks (NIST 800-53, ITSG-33, etc.)
- Proficiency in performing risk, business impact, and vulnerability assessments
- Ability to establish and maintain effective working relationships in a team environment
- Excellent verbal and written communication skills

- Proven ability to organize work, exercise judgement, take initiative, and perform duties in an independent and confidential manner
- Strong leadership, analytical, and problem solving skills
- Ability to deal effectively with staff at all levels of the organization

Preferred:

- Experience with blue-teaming, incident response, risk management, and designing network/security architectures.

EXPERIENCE

Required:

- Minimum five years of IT security-related experience in managing government enterprise-wide security solutions

Preferred:

- Certified Information Systems Security Professional (CISSP), Certified Cloud Security Certification (CCSP), Certified Information Security Manager (CISM), and/or Certified Information Systems Auditor (CISA) certification(s) is highly desirable
- Prior working experience in military and/or law enforcement agencies

EDUCATION

Required:

- Diploma in computer science, MIS or related discipline

Preferred:

- Bachelor's degree in computer sciences, MIS or related discipline

OTHER REQUIREMENTS

- Must possess or be eligible to possess SECRET or above clearance
- 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 take a written test. A minimum 70% passing mark is required to move forward to the interview. Marks are based on a 60% test and 40% interview.

NOTE: This position is Exempt from the Union.

Applicants should submit a resume via email by 4:30 p.m. of the closing date. **Resumes should indicate clearly the competition number on the subject line in the email**, and be made to the attention of Human Resources Section, via email vpd.civilian.jobs@vpd.ca.