



PRIVACY SPECIALIST

COMPETITION: #2597-50175771

SECTION: Information & Privacy Unit
STATUS: Regular full-time (Exempt)
HOURS OF WORK: Monday to Thursday, 7:00 a.m. to 4:00 p.m.
SALARY: VPD Pay Range 8
\$97,032 to \$121,294 annually
\$53.14 to \$66.42 hourly
COMPETITION END DATE: Thursday, May 22, 2025

We are seeking an experienced Privacy Specialist with a focus on privacy-by-design, who balances a forward-thinking approach with core privacy enhancing technologies and statutory requirements. Reporting to the Coordinator, Information and Privacy Services, this key position is responsible for supporting the VPD’s privacy compliance program by providing strategic privacy advice within a high paced statutorily regulated environment. This is an opportunity to balance critical privacy compliance risk with the operational needs of a forward-thinking and dynamic law enforcement environment.

ESSENTIAL DUTIES

- Collaborates with internal sections to reduce, mitigate, and transfer privacy compliance risk
- Leads, investigates, and responds to potential breaches of privacy while adhering to application regulations
- Conducts, reviews, and manages privacy impact assessments
- Provides advice and guidance for new and existing projects, programs, and activities related to personal information and privacy risks
- Monitors and enhances VPD’s compliance with FOIPPA through consistent follow-up on privacy guidance recommendations, departmental training, and engagement in evolving initiatives
- Develops and implements processes for achieving legislation compliance audits
- Designs and implements consistent, effective privacy practices that minimize risk to ensure the confidentiality of protected VPD information across all platforms
- Responsible for assessing, reviewing, and enhancing internal processes and workflows, to provide privacy guidance on administrative initiatives
- Stays current with the continuous development of technology in policing (body-worn cameras and other emerging policing technological trends) and the supporting regulations to ensure balance and compliance with privacy
- Collaborates with the OIPC BC on behalf of the VPD to support initiatives and compliance with FOIPPA BC
- Promotes a strong privacy and data protection centric culture within the VPD
- Collaborates with the purchasing team and management to ensure vendor and third party service provider contracts comply with regulatory requirements as they relate to privacy
- Other related duties and responsibilities as assigned

EXPERIENCE

Required:

- Five years of experience in privacy, data protection or an equivalent combination of education and experience (a law enforcement background is a benefit)
- Proven experience in implementing and supporting privacy-by-design
- Excellent communication skills and the ability to collaborate across all levels within the department



EXPERIENCE

Preferred:

- Experience in working with the *Freedom of Information and Protection of Privacy Act* (BC)
- Experience in supporting the implementation of technology focused initiatives
- Experience in project management and change management
- Familiarity with IT governance and cybersecurity frameworks, including the intersection of privacy and security

EDUCATION

Required:

- IAPP (International Association of Privacy Professionals) Designation or
- Degree in law, privacy or related field

OTHER REQUIREMENTS

- All employees must maintain their enhanced security clearance while employed with the Vancouver Police Department, which will be renewed every five years.

This position is Exempt from the Union.

Applicants should submit a resume via email to vpd.civilian.jobs@vpd.ca by 4:30 p.m. on the closing date. The competition number must be indicated in the subject line of the email.



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VANCOUVER POLICE DEPARTMENT | *Beyond the Call*

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