



MANAGER, ORGANIZATIONAL PLANNING UNIT

COMPETITION: #26128-50009107

SECTION: Planning, Research & Audit Services, Strategic Advisory Services
LOCATION: 3585 Graveley Street, Vancouver
STATUS: Temporary full-time (Exempt)
HOURS OF WORK: Monday to Friday, 8:00 a.m. to 4:00 p.m.
SALARY: VPD Pay Range 111 - \$129,375 to \$170,231 annually
COMPETITION END DATE: Thursday, October 1, 2026

Oversees the Department’s Organizational Planning Unit, which is responsible for business analysis, program evaluation, strategic planning, and organizational performance management; offers expert advice and insights regarding public policy and strategic research; plays a critical role in facilitating business transformation within the VPD by ensuring a cohesive integrated program of performance-enhancing organizational change.

ESSENTIAL DUTIES

- Supervises & assigns tasks to Planning & Policy Analysts, Strategic Research & Policy Advisors, and other employees temporarily assigned to specific projects
- Monitors employee performance; conducts performance reviews and addresses performance issues as they arise
- Conducts strategic research & planning with a view towards organizational effectiveness
- Consults with interest holders to identify, define, and communicate project requirements, quantitative & qualitative research methodologies, sampling strategies, and analytical approaches
- Leads functional project teams assigned to help the VPD Executive structure and solve complex issues
- Maintains & enforces VPD Data Standards
- Develops & prepares the strategic plan, annual business plan, annual performance metrics report, quarterly public safety indicators (PSI) reports, and other deliverables
- Supports the annual budget discussions between the VPD, Vancouver Police Board, senior City of Vancouver staff, and Vancouver City Council
- Other related duties and responsibilities as assigned

KNOWLEDGE, SKILLS, AND ABILITIES

Required:

- Thorough knowledge of strategic planning and organizational performance management principles
- Thorough knowledge of methodological considerations around social science research, including quantitative and qualitative research, multivariate statistical techniques, experimental design, and survey design.
- Demonstrated superior written and verbal communication skills
- Excellent organizational skills to meet deadlines in a multitasking-based environment
- Proficiency with Microsoft Office and Outlook, SAP, internet, and e-mail
- Ability to investigate and solve abstract problems
- Ability to establish and maintain collaborative working relationships in a team environment

Preferred:

- Knowledge of advanced statistical methods
- Demonstrated ability to operate as a fully accountable leader and member of a management team



EXPERIENCE

Required:

- Minimum of five years of work experience or applied academic experience in criminology or other social science field, policing research, analysis, strategic planning, policy development, project management, or program evaluation

Preferred:

- Experience recommending & evaluating corporate-wide change initiatives
- Experience analyzing & interpreting data

EDUCATION

Required:

- Graduate degree (Masters or Doctorate) in business, criminology, economics, or related disciplines with an advanced quantitative & qualitative research methodology component

Preferred:

- PhD in criminology, economics, psychology, sociology, or related discipline

OTHER REQUIREMENTS

- Must be a Canadian citizen or Permanent Resident
- All employees must maintain their enhanced security clearance while employed with the Vancouver Police Department, which will be renewed every five years

SELECTION PROCESS

Shortlisted candidates will be required to successfully complete the interview stage

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 on the subject line of the email.**