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Intelligence Analyst

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Reference number: RCM22J-021964-000161

Selection process number: 22-RCM-EA-P-E-SIOP-EDCAS-107648

Royal Canadian Mounted Police - British Columbia Integrated Child Exploitation Unit (BC ICE),
Combined Forces Special Enforcement Unit of British Columbia (CFSEU)
Prince George (British Columbia), Surrey (British Columbia)
EC-05 - CM equivalent: SP-ESS-05

\$88,618 to \$101,999

For further information on the organization, please visit [Royal Canadian Mounted Police](#)

Closing date: 24 June 2022 - 23:59, Pacific Time

Who can apply: Persons residing in Canada, and Canadian citizens and Permanent residents abroad.

[Apply online](#)

Important messages

We are committed to providing an inclusive and barrier-free work environment, starting with the hiring process. If you need to be accommodated during any phase of the evaluation process, please use the Contact information below to request specialized accommodation. All information received in relation to accommodation will be kept confidential.

[Assessment accommodation](#)

PLEASE NOTE, WE WILL ONLY ACCEPT ONLINE APPLICATIONS RECEIVED VIA THE Canada.ca SITE. Persons with disabilities preventing them from applying on-line are asked to contact the individual noted at the bottom of this advertisement.

NOTE: Applications are to be received online by clicking on the button below. Please do not send your resume or application to the Contact noted unless you are a person with a disability who is unable to apply online. The Contact can assist with general questions.

When submitting an application to this selection process, you will be prompted to answer screening questions concerning the essential education, and the essential and asset experience qualifications. It is your responsibility to provide clear and concrete examples in your responses to each question, including when (from-to), where (occupational title, organization) and how you obtained your education and experience. It is recommended that you describe the experience examples in specific terms, providing sufficient details so that the Assessment Board can clearly understand. Describe the situation/task, the action you took, what you accomplished and/or what you learned. Content of your response must be supported by your CV/resume as your responses to these questions will be used as a primary source of information and your CV/resume will only be used to validate this information. Should you indicate in your response "please refer to CV/resume" your application will be rejected. Lack of examples and details

will result in your application being rejected as the Assessment Board will have insufficient information to determine if the requirement is met.

Any or all of the asset qualifications, operational requirements, and organizational needs may be used for the screening of applications. If you meet these criteria, please clearly demonstrate how you meet them in writing. Provide examples and describe the work/duties you have performed. Failure to do so may result in your application not being considered further during the screening process.

Original proof of your education will be requested and must be provided during the selection process, in order to verify that candidates meet the education requirement. Candidates who are unable to provide proof that they meet this essential qualification as requested may be eliminated from the process. Also note, if the name on your education credentials does not match the name on your current photo identification, you will need to provide proof of your name change.

Education obtained outside of Canada must be evaluated. Please contact The Canadian Information Centre for International Credentials as soon as possible to initiate the evaluation process
<http://www.cicic.ca/>

Do you wish to better your odds at being considered? Then use the Screening Questionnaire wisely, by demonstrating how you meet the Education and Experience Criteria listed under "Essential Qualifications" and "Asset Qualifications" (other qualifications). You will be required to answer screening questions with full details in the provided text box.

Your details should clearly demonstrate HOW you meet the specified criteria, by including the following:

- Name of the department or organization where the experience was acquired;
- the period(s) in which you performed the functions (M-Y to M-Y);
- Specific details of tasks or projects demonstrating how the experience was acquired (Situation/Challenge, Tasks, Action and Result).

Your resume will be used as a secondary source of information and must accurately reflect your employment history and support your qualifications.

ATTENTION: should your examples not be concrete enough or should they contain insufficient details, unfortunately, your application will be rejected. We will not contact you to obtain further information.

Work environment

BC ICE, Surrey BC

The BC Integrated Child Exploitation Unit is located at E Division RCMP Headquarters in Surrey BC. Surrey is one of the largest municipalities in British Columbia, with approximately 600,000 residents. Surrey and its surrounding municipalities, Langley, Burnaby, Coquitlam and Vancouver, offer many residential and/or commuting options for those working at E Division RCMP HQ. The BC Integrated Child Exploitation Unit is a support unit for the Province of British Columbia in relation to analysis and distribution of child exploitation investigations to police of jurisdiction. This support includes high-level investigative analysis into possible offenders, extensive liaison locally, nationally and internationally, and advanced analytical techniques for our team's larger proactive investigations. We are looking for a highly motivated and organized individual, who can process and analyse data efficiently and are able to function and maintain their mental wellness in an environment that necessitates exposure to unsettling and/or graphic material, including images and videos of child sexual exploitation.

CFSEU-BC North District, Prince George

The Combined Forces Special Enforcement Unit - BC (CFSEU-BC) North District Office is located in Prince George, BC. Prince George is the largest city in Northern British Columbia, with approximately 87,000

residents in the metropolitan area, and is often called the province's "northern capital". The CFSEU-BC North District Investigative Team is responsible for conducting complex criminal investigations related to gang and organized crime targets in the District, which encompasses 37 detachments located throughout the central and northern parts of British Columbia. We are looking for a highly motivated candidate who will support the operational investigation team, providing expert advice on complex criminal investigations, assessing intelligence and providing tactical, operational and strategic analysis for judicial purposes, including providing witness testimony in court.

Intent of the process

This process is intended to be inclusive of Public Service (PS) employees and Civilian Members (CM).

The intent of this process is to staff immediate vacancies in Surrey and Prince George.

A qualified group of candidates may be identified and may be used to staff future vacancies (including similar positions, on a temporary, acting or permanent basis, on a casual basis, at full or part time hours).

Once established, the qualified pool will be valid for a period of one year and may be extended.

Should a Civilian Member (CM) be found qualified and selected for appointment, the appointment will not result in a change of status to the Public Service (PS) category for the CM.

Positions to be filled: 2

Information you must provide

Your résumé.

In order to be considered, your application must clearly explain how you meet the following (essential qualifications)

Education

Graduation with a degree from a recognized post-secondary institution with acceptable specialization* in economics, sociology or statistics.

* Candidates must always have a degree. The courses for the specialization must be acceptable and may have been taken at a recognized post-secondary institution, but not necessarily within a degree program in the required specialization. The specialization may also be obtained through an acceptable combination of education, training and/or experience.

Degree equivalency

Experience:

- Significant* and recent** experience in intelligence analysis (in at least one of the following: crime, tactical, operational, strategic) including researching, collecting, evaluating and analyzing information to provide recommendations for decision makers.
- Significant* and recent** experience in developing or applying analytical techniques or qualitative/quantitative methodology to advance a file or project (defined as tactical/investigative, operational or strategic intelligence).
- Recent** experience in preparing and presenting briefing material for decision-makers to advance a file or project (defined as tactical/investigative, operational or strategic intelligence).
- Significant* experience establishing and maintaining partnerships*** with at least two of the following:

domestic or international law enforcement or intelligence agencies; government agency/departments; academic communities; private sector.

* "Significant" is defined as the depth and breadth of experience that would normally have been gained performing the duties for a minimum of three (3) years.

** "Recent" is defined as experience gained within the last five (5) years.

*** Partnerships refer to outside of the applicant's existing agency or department.

If you possess any of the following, your application must also clearly explain how you meet it (other qualifications)

- Successful completion of the Tactical Intelligence Analysis Course (TIAC)
- Successful completion of the Strategic Intelligence Analysis Course (SIAC)
- Successful completion of the Criminal Intelligence Foundation Course (CIFIC)
- Experience with analytical tools, databases and/or mapping software (e.g. i2, iBase, Access, ArcGIS)
- Experience conducting open source/social media research
- Experience working in the financial services industry (e.g. banking sector, finance, or risk management)
- Experience conducting threat or risk assessments
- Experience working with domestic and international organizations
- Experience supervising/managing human resources

The following will be applied / assessed at a later date (essential for the job)

English essential

Information on language requirements

Knowledge:

- Knowledge of the Intelligence process and the Intelligence Analyst's role and functions
- Knowledge of applicable legislation, policy and procedures in a criminal intelligence or national security environment
- Knowledge of national security threats or criminal environment

Abilities:

- Ability to communicate effectively and proficiently orally
- Ability to communicate effectively and proficiently in writing
- Analytical and logical thinking skills
- Ability to identify and solve problems
- Ability to successfully learn/adapt to new technologies and changing environments
- Ability to work well under pressure and meet deadlines

Personal Suitability:

- Demonstrating integrity and respect
- Working effectively with others
- Thinking things through
- Showing initiative and being action oriented

The following may be applied / assessed at a later date (may be needed for the job)

- Master's degree from a recognized post-secondary institution with acceptable specialization in economics, sociology or statistics or discipline related to the position, such as but not limited to finance, international relations, political sciences and computer sciences.

Degree equivalency.

Conditions of employment

- Be in possession of a valid driver's licence (some positions).
- Willingness and ability to work overtime as and when required and on short notice.
- Willingness and ability to travel domestically/internationally to attend training/work away from home, as necessary.
- Willingness and ability to work in a busy police environment, including exposure to unsettling and/or graphic material.
- Willingness to undergo a pre-selection inoculation interview which includes a controlled exposure to child sexual abuse images and videos to determine suitability for the position (for BC ICE position only)
- Willingness to undergo the mandatory psychological/wellness strategies in place for the BC ICE Unit, outlined in the RCMP Health Services Manual (App. III-1-5) (for BC ICE position only)
- Willingness and ability to participate in the Intelligence Analyst Understudy Training Program.
- Willingness and ability to testify in court

All employees of the core public administration are required to be fully vaccinated against COVID-19 and attest to their vaccination status unless accommodated based on a medical contraindication, religion, or another prohibited ground for discrimination as defined under the Canadian Human Rights Act.

Other information

The Public Service of Canada is committed to building a skilled and diverse workforce that reflects the Canadians we serve. We promote employment equity and encourage you to indicate if you belong to one of the designated groups when you apply.

Information on employment equity

On October 6, 2021, the Government of Canada announced details (<https://www.canada.ca/en/treasury-board-secretariat/news/2021/10/backgrounder-covid-19-vaccine-requirement-for-the-federal-workforce.html>) of its plans to require vaccination across the federal public service.

As per the new Policy on COVID-19 Vaccination for the Core Public Administration Including the Royal Canadian Mounted Police (<https://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=32694>), federal public servants in the Core Public Administration and members of the RCMP must attest to their vaccination status. The requirement for employees to be fully vaccinated applies whether they are teleworking, working remotely or working on-site. This is a condition of employment and it applies to indeterminate (permanent), determinate (term), casual, and student hiring. Should you reach the point in the selection process where it is necessary to verify terms and conditions of employment then the hiring manager or a human resources representative will contact you in order to complete an attestation.

Persons are entitled to participate in the appointment process in the official language of their choice. Applicants are asked to indicate their preferred official language in their application.

NOTE: Successful candidates will require a valid RCMP security clearance prior to appointment and throughout the tenure of their employment. The process to obtain RCMP security clearance involves a security/reliability interview and a field investigation regarding matters of criminal activity which includes reference checks, verification of credit/financial status, education, employment, etc. As such, the process may take several weeks or months to complete.

To be granted RCMP security clearance and to maintain the ethical standards of the RCMP, candidates must not be, or have been, involved in certain criminal activities, have been dishonourably discharged, have pending personal bankruptcies, etc. For additional information and a complete list of activities, please visit <http://www.rcmp-grc.gc.ca/en/good-character>. The security requirements are the same for all employees of the RCMP.

Depending on the requirements of the position(s) being staffed from this process, for current or future vacancies, any or all of the asset qualifications, operational requirements, and organizational needs may be applied at the time of staffing. Candidates may be contacted and assessed against these criteria at any time during this process.

Interested persons must meet the essential qualifications to be appointed to the position, in a manner determined by the Selection Board. A person may be appointed to the position even though he/she does not meet any or all of the asset qualifications, operational requirements or organizational needs. However, meeting these criteria is desirable and may be a deciding factor in choosing the person to be appointed.

A Written test(s) may be administered.

An interview may be conducted.

Reference checks may be conducted.

Random selection may be used to identify which applicants will be assessed or appointed in this appointment process.

Top-down selection and/or a cut-off score may apply.

Please identify clearly your substantive group and level and your employment status on your resume and/or application form.

PLEASE NOTE: Where an e-mail address is provided, the Selection Board may choose to communicate with candidates by e mail to provide/request information and to invite candidates to attend any portion of the assessment. It is the responsibility of the candidate to ensure accurate contact information is provided and updated as required.

Acknowledgment of receipt of applications will not be sent; we will contact candidates when the screening process is completed.

Any information provided by a candidate through their application or assessment that is deemed to be incorrect or fraudulent will be eliminated from further consideration.

Please note that within the context of this selection process, travel costs/expenses will not be reimbursed. Consequently, candidates will be responsible for travel costs.

We thank all those who apply. Only those selected for further consideration will be contacted.

Preference

Preference will be given to veterans first and then to Canadian citizens and permanent residents, with the exception of a job located in Nunavut, where Nunavut Inuit will be appointed first.

[Information on the preference to veterans](#)

We thank all those who apply. Only those selected for further consideration will be contacted.

Contact information

E Division Criminal Analysis Section

Ediv_crimintel_recruiting@rcmp-grc.gc.ca

[Apply online](#)

Date modified:

2021-08-10