



COMPETITION: #2022 - 220722

TITLE: Crime Analyst or Senior
Crime Analyst

DEPARTMENT: Vancouver Police
Department

Classification: Crime Analyst or Senior
Crime Analyst

DIVISION: Investigation

*Applicants with less than 5 years' experience as a
Crime Analyst will be considered Crime Analyst
applicants. Applicants with more than 5 years'
experience as a Crime Analyst will be considered
Senior Crime Analyst Applicants*

SECTION: Special Investigation Section /
Counter Exploitation Unit

STATUS: Temporary Full-Time
DURATION: Approximately up to March 31, 2023 and may be extended or reduced
for operational reasons or circumstances that could not be foreseen
at time of posting
HOURS OF WORK: Tuesday to Friday 0700-1600 hours
SALARY: Sr. Crime Analyst Pay Grade 28– \$45.68 - \$53.97 per hour
Crime Analyst Pay Grade 26– \$41.98 - \$49.61 per hour
COMP. END DATE: Friday July 29, 2022 (internally)
Friday August 19, 2022 (external)

“NOT JUST A JOB . . . A CONTRIBUTION”

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, behavioural, spatial & 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

QUALIFICATIONS

KNOWLEDGE, SKILLS & 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 Power Point
- 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
- Exercises 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, statistical and analytical principles and techniques including data-mining techniques necessary to support CompStat

EXPERIENCE:

REQUIRED:

- Must have 5 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 speciality 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 REQUIREMENT(S):

- Valid BC driver’s license
- Top Secret clearance is required and must be maintained throughout employment
- Will be required to successfully pass a polygraph
- All employees must maintain their Enhanced Security Clearance while employed with the Vancouver Police Department. Enhanced Security Clearances will be renewed every 5 years.

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.
- Missing documents and sample products will not be accepted after the closing date.

This position falls under the jurisdiction of Teamsters Local 31

Applicants should submit a resume, cover letter, and completed 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 of the email.**

THE VANCOUVER POLICE DEPARTMENT IS AN EQUAL OPPORTUNITY EMPLOYER
