

CITY OF NANAIMO
THE HARBOUR CITY
HUMAN RESOURCES

PERMANENT FULL-TIME
COMMUNITY SAFETY OFFICERS
(Competition 26-127)

Position Overview
The City of Nanaimo is seeking permanent full-time Community Safety Officers. Reporting to the Senior Community Safety Officer, the incumbent investigates complaints from the public, City departments, Council and other government agencies with respect to alleged infractions of the City's regulatory bylaws and undertakes appropriate action to gain compliance by negotiation, Council or Court actions. This position focuses on providing municipal supports and responses to the community and vulnerable citizens on issues including public disorder, homelessness, addictions and mental health challenges. The Community Safety Officer will conduct highly visible day and nighttime patrols, including bike patrols, throughout the community with emphasis in the downtown area, involving extensive contact and liaison with the business community, first responders, public safety, service organizations and unsheltered citizens.

Qualifications
Applicants must have completed Grade 12 and Bylaw Compliance, Enforcement and Investigative Skills 1 and 2 from the Justice Institute of BC, as well as a minimum 2 years' experience enforcing municipal bylaws, working in crisis response and homeless outreach or working directly with the vulnerable and unsheltered population in a municipal setting. A valid WorkSafe BC Intermediate First Aid certification is required. An equivalent combination of education and experience may be considered. Applicants must possess a valid Class 5 BC Driver's Licence.

Additional Information
This is a CUPE bargaining unit position based on a 40-hour work week, and subject to Article 1(d) - Probationary Period as set out in the Union Collective Agreement. The hourly wage is $44.03, increasing to $46.35 after 60 working days (Jan 2026 Rates). The position follows a rotating schedule of four days on and three days off with 10-hour shifts. The operation runs from 6:00 a.m. to 6:00 a.m., Sunday through Saturday.

Shortlisted applicants may be required to undergo a criminal record check and/or a verification of their education credentials. To apply for this opportunity, please submit a resume and cover letter (.docx or PDF file format) to employment.opportunities@nanaimo.ca referencing the specific competition 26-127 by the application deadline. For detailed information on this position and for more information on our community, please visit our website at https://www.nanaimo.ca.

The City of Nanaimo is an inclusive employer that values diversity and invites applications from all qualified individuals who are legally entitled to work in Canada. We thank all applicants in advance for their interest; however, only those selected for further consideration will be contacted. If you are shortlisted for the role and need an accommodation within the hiring process, we would be pleased to discuss how best to accommodate your needs.

Discover What's Possible

The City of Nanaimo is one of the fastest growing, livable urban hubs on Vancouver Island. Situated between the mountains and the ocean on the east coast of Vancouver Island, Nanaimo is a short ferry trip away from Vancouver and a gateway to the Gulf Islands. Nanaimo is home to Vancouver Island University and is rich in parks, recreational, cultural and social amenities.

We offer a diverse team environment, competitive wages and a comprehensive benefit plan for permanent employees as well as social and wellness activities. Depending on the position, we also offer flexible work opportunities, alternative work schedules and remote work programs.

Posting Date
Thursday, October 29, 2026

Application Deadline
Thursday, November 19, 2026
4:30 p.m.

Contact Information
Human Resources
City of Nanaimo
2nd Floor, 455 Wallace Street
Nanaimo, BC V9R 5J6
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