



HUMAN RESOURCES

PERMANENT FULL-TIME CRIME ANALYST

(Competition 26-70)

Position Overview

The City of Nanaimo is seeking a permanent full-time Crime Analyst. Under the direction of the Director, Police Support Services, and under the general supervision of the NCO RCMP or designate, the Crime Analyst provides specialized, dedicated research to support criminal investigative activities and the development of Detachment projects and programs. The Crime Analyst will be responsible for the analysis and interpretation of a variety of investigative and intelligence data to monitor and identify crime patterns. This position requires adherence to RCMP security, disclosure, and data quality standards, works with minimal supervision and exercises independent action and judgement in daily work. The incumbent works within an environment of complete confidentiality.

Qualifications

Applicants must have a university degree in criminology or a related field from a recognized educational institution, as well as a minimum 1-year related experience, including experience with analytical or statistical research, and presenting complex data. Successful completion of the EDCAS (RCMP E Division Criminal Analysis Section) Analyst Examination is required. An equivalent combination of education and experience may be considered. The successful candidate must be able to obtain and maintain a Secret security clearance as a condition of employment, in accordance with the Government of Canada's Directive on Security Screening. Applicants must provide a complete and verifiable ten (10) year history, including residences, employment, education, travel, and other activities, with no unexplained gaps. Periods of six (6) consecutive months or more spent outside Canada must be disclosed and may require additional verification. Screening may include identity verification, criminal record checks, employment and education verification, reference checks, credit check, CSIS Security Assessment, and other background inquiries relevant to the position.

Additional Information

This is a CUPE bargaining unit position based on a 35-hour work week, and subject to Article 1(d) - Probationary Period as set out in the Union Collective Agreement. The hourly wage is \$40.94, increasing to \$43.09 after 60 working days (Jan 2026 Rates). Shortlisted applicants may be required to undergo 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 26-70 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 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

Friday, June 19, 2026

Application Deadline

Friday, July 10, 2026
4:30 p.m.

Contact Information

Human Resources
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