Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

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Job Board Posting

Careers.Indigenous.Link

Design, Development and Operations

Job ID	**21- 968-09-231-8817**
Web Address	https://careers.indigenous.link/viewjob?jobname=21- 968-09-231-8817
Company	CSIS
Location	Ottawa, Ontario
Date Posted	From: 2022-03-25 To: 2050-01-01
Job	Type: Full-time Category: Public Administration

Description
 Closing Date 2022-09-26
Reference Number 21- 968-09-231
Job Category Experienced
Who Can Apply Canadian Citizens

 Location Ottawa, Ontario
Salary Range $95,350 - $116,060

Allowance This position is eligible for the Technology Market Modifier, which is valued at 7% of the basic annual salary. This brings the total compensation range to $102,025 - $124,184.

Status Indeterminate (permanent)
Language Requirement Various

Job Summary
 The position is responsible to provide technical leadership, specialized domain expertise and guidance to deliver on architectural strategy/requirements to systems/software development teams.
- Lead and guide cross-functional/cross-domain development teams and oversee the completion of systems or solutions including design and related technical documentation.
- Plan, evaluate and conduct reviews of technical systems and/or new capabilities; research and analyze relevant policies, procedures and processes; recommend and implement solutions or improvements.
- Develop and provide assessments, briefing material, plans and other management documents in order to identify solutions for a range of business challenges.
- Provide technical advice and input to internal committees, key stakeholders and interdisciplinary working groups.
- Maintain in-depth knowledge of trends and developments in software and systems design, in project management and implementation of techniques and practices, as well as awareness of architectural strategies.
- Liaise with clients, senior management and/or technical domain advisors to align system or software solutions with business requirements and develop mitigation strategies as required.
- Ensure that methodologies comply with established industry standards and the Organization Software/System Development Lifecycle (SDLC) policies and governance requirements.
- Represent the Organization on departmental, interdepartmental, national or international technology standards, policies or development working groups.

Education
 Graduation from a two-year program of study from a recognized post-secondary institution with acceptable specialization in computer science, information technology, software engineering or another specialty relevant to the position to be staffed or an acceptable combination of education, training and experience. The educational program

must be from an accredited learning institution recognized in Canada. If you completed a program outside of Canada you will be required to obtain proof of a Canadian equivalency at your expense from an accredited learning institution recognized in Canada. Note: Any higher level of education (i.e. Masters, Doctorate) in a related field of study could be recognized as experience.

Experience
 RecentÃ‚Â¹ experience in one or a combination of the following for critical facilities infrastructure, systems and/or software:
- Design
- Development
- Integration

RecentÃ‚Â¹ is defined as experience acquired within the last ten (10) years Candidates must also possess the following experience for the stream(s) they are applying for: Stream 1: Relevant Experience is defined as recentÃ‚Â¹ and significantÃ‚Â² experience in designing, implementing, operating, configuring or troubleshooting in a multi-system traditional data centre or private/public cloud environment, any three (3) or more of the following:
- Network directory services
- Backup/restore applications, configurations and databases
- Monitoring and alerting software
- Email systems
- Desktop hardware
- Application software
- Office collaboration systems
- Webservers (for ex. Tomcat, Internet Information Services (IIS), WebSphere, Weblogic, etc.)
- Server and desktop operating systems (Microsoft Windows, Red Hat Linux)
- Microsoft device management and installation tools (for ex. System Centre Configuration Manager (SCCM), Microsoft Installer (MSI), Flexera InstallShield, etc.)
- Mobile computing systems (Experience with mobile device management solutions (Intune / BES / UEM))
- Telephony systems
- Advanced scripting/PowerShell experience
- In addition to the above criteria, candidates must possess experience in one or more of the following:
- Experience in analyzing requirements and/or providing advice and guidance on IT matters to various audiences such as clients and management.
- Experience as a participant in the development of policies, procedures and/or standards related to IT solutions or infrastructure.
- Advanced technical experience in handling major outages/incidents (determine root cause), as well as coordinating resolutions
- Experience in designing, developing, evaluating and testing new technologies, tools and procedures/processes in order to support the development, evaluation, and planning of operational capabilities.
- Experience in dealing with manufacturers, sales representatives, service providers or customer support engineer teams.
- Excellent written and verbal skills.
- Planning, coordinating and execution for the installation of large-scale multi-year hardware and software deployments. RecentÃ‚Â¹ experience is defined as experience acquired within the last seven (7) years. SignificantÃ‚Â² experience is defined as the depth and breadth of experience that would normally be acquired by a person in a position where the performance of these duties constitutes Stream 2: Relevant Experience is defined as recentÃ‚Â¹ and significantÃ‚Â² experience in administering, monitoring, analyzing, designing/developing, optimizing and supporting Database Management Systems (DBMS) in a corporate environment that utilizes multiple DBMS technologies. In addition to the above requirement, candidates must possess a minimum of five (5) years of recent1 experience in:
- Performing technical consultations with other IT teams in a lead DBMS role to ensure best practices are being followed.
- Providing technical leadership in ensuring data integrity and availability in at least one of the following DBMS: SQL Server, Oracle, DB2 or MySQL.
- Conducting investigations, troubleshooting and implementing strategies in solving complex data access problems.

- Hands-on working knowledge of database design, structured query language such as T-SQL, stored procedures and shell scripting.

Recent̃,Â¹ experience is defined as experience acquired within the last ten (10) years. Significant̃,Â² experience is defined as the depth and breadth of experience that would normally be acquired by a person in a position where the performance of these duties constitutes. Stream 3: Candidates must possess recent̃,Â¹ experience in the following:

- Participating in cross-functional initiatives: across various domains in collaboration with stakeholders outside your work unit
- Evaluating, testing, and/or performing QA of systems or software
- Experience performing system integration to COTS software
- Experience with SDLC principles (e.g. leading code inspections, etc.)
- Knowledge of Relational Database principles and coding interaction
- Troubleshooting technical issues and supporting components of an IT environment.
- Three (3) years of recent̃,Â¹ experience in providing technical leadership for the implementation of complex infrastructure, software or systems development projects, including the following: producing design documentation, coordinating and leading the development of technical solutions or enhancements, and completing the analysis of client or business requirements.
- Seven (7) years of experience in the software or system development lifecycle, including activities such as data design, data modeling, programming, developing user training and participation in maintenance activities in an IT environment. Candidates must also possess experience in all of the following:
- Experience in analyzing requirements and/or providing advice and guidance on IT matters to various audiences such as clients and management.
- Experience as a participant in the development of policies, processes, procedures and/or standards related to IT systems and/or infrastructures.

Recent̃,Â¹ is defined as experience acquired within the last seven (7) years Stream 4: Relevant Experience is defined as recent̃,Â¹ and significant̃,Â² experience in providing technical leadership and developing secure, high performance, scalable network architectures. Candidates must possess experience in the design or support or maintenance, configuration, troubleshooting and validation of minimum five (5) of the following technologies in an enterprise network:
- Campus access network solutions (LAN switching and routing)
- Wide Area Network solutions (WAN routing, multi-tenancy and encryption)
- Data Centre Networking (DC switching and routing, high availability and scalability)
- Firewalls
- Network packet capture solutions
- Internet edge security solutions (Web filtering, proxy servers, IDS/IPS)
- Network and application load balancing (F5)
- Network management solutions (Extreme Management Center, Cisco Prime)
- Network Access Control (Extreme Control, Cisco ISE)
- Network Encryption (IPSEC,HAIPE) and Virtual Private Network solutions
- Cross-domain solutions

Candidates must also possess three (3) years of recent experience providing expert advice and recommendations (orally and in writing) through briefing notes and presentations on complex information technology issues to senior managers, business and technical stakeholders. Recent̃,Â¹ experience is defined as experience acquired within the last seven (7) years. Significant̃,Â² experience is defined as the depth and breadth of experience that would normally be acquired by a person in a position where the performance of these duties constitutes. Stream 5: Relevant Experience is defined as recent̃,Â¹ and significant̃,Â² experience in designing, implementing, operating, configuring or troubleshooting in a multi-system traditional data centre or private/public cloud environment, any three (3) or more of the following:
- Identity Management Program (PAM/MFA/PKI/Access Management)
- Monitoring and alerting software
- Directory Services
- Desktop, server and mobile Operating Systems (Microsoft Window operating Systems, Red Hat Linux)
- Internet edge security solutions (Web filtering, proxy servers, IDS/IPS, IPS/IDS)
- Vulnerability Management (Rapid 7, Azure Security Center, Python, Ubuntu, Hypervisors, etc.)
- Penetration testing (Kali Linus, Metasploit, etc.)

- Network Intrusion Detection/Prevention system (NIDS/NIPS)
- Host Intrusion Detection/ Prevention System (HIDS/HIPS)
- File and email security
- SIEM support and/or development
- Endpoint threat detection and response (EDR) system.

RecentÃ‚Â¹ experience is defined as experience acquired within the last seven (7) years. SignificantÃ‚Â² experience is defined as the depth and breadth of experience that would normally be acquired by a person in a position where the performance of these duties constitutes. Candidates must also possess one (1) year of experience in the last three (3) years in interpreting and applying one or more of the following: Policy on Government Security, Directive on Service and Digital, the Canadian SIGINT Security Standard on SIGINT Protection and Control (CSSS-100) or ITSG-33. Demonstration of equivalent experience with similar policies, directives, and standards will be considered. In addition to the above criteria, candidates must possess experience in the following

- Experience with the management of taskings pertaining to IT Security or security accreditation of IT systems.
- Experience in developing, publishing, and maintaining comprehensive information technology standards, policies and procedures.
- Experience in liaising and working on matters related to the security program areas by providing technical expertise, advice, guidance, recommendations and presentations to management, various stakeholders, client and partners both orally and in writing

Stream 6: Relevant Experience is defined as recentÃ‚Â¹ and significantÃ‚Â² experience in designing, implementing, operating, configuring or troubleshooting in a multi-system traditional data centre or private/public cloud environment, any three (3) or more of the following:
- Directory services (Active Directory Federation Services, Azure Active Directory)
- Server hardware
- Server operating systems
- Backup/restore systems
- Enterprise storage (SAN) hardware
- Storage fabrics (iSCSI or Fiber Channel)
- Disaster recovery, high-availability, or business continuity technologies and infrastructures
- Server virtualization and Cloud technologies (e.g.: VMware, Hyper-V, SaaS, IaaS, etc.)
- Server middleware applications (IIS, Apache, Java Runtime Environments)
- Microsoft device management tools (e.g. : SCCM, GPO Policies, InTune, etc.)
- Monitoring of systems and applications
- IT Automation and Orchestration (e.g.: Application/OS containers, shell scripting, etc.)

In addition to the above criteria, candidates must possess experience in the following:
- Experience in analyzing requirements and/or providing advice and guidance on IT matters to various audiences such as clients and management.
- Experience as a participant in the development of policies, processes, procedures and/or standards related to IT systems and/or infrastructures.
- Experience in providing technical leadership for the implementation of complex infrastructure, software or systems development projects, including the following: producing design documentation, coordinating and leading the development of technical solutions or enhancements, and completing the analysis of client or business requirements.

RecentÃ‚Â¹ experience is defined as experience acquired within the last seven (7) years. SignificantÃ‚Â² experience is defined as the depth and breadth of experience that would normally be acquired by a person in a position where the performance of these duties constitutes. Stream 7: The unit is responsible for development and/or engineering in areas that include: Radio Frequency (RF) communication technology, Software Defined Radios (SDRs), cellular and wireless collection, microphones, secured network based communication, fabrication and concealing based technologies, power sources, analog/digital electronics, UAV, vehicle network exploitation and tracking. Candidates must also possess experience in the following:
- Five (5) years of relevant experience is defined as recentÃ‚Â¹ and significantÃ‚Â² in providing technical leadership for the implementation of complex infrastructure, software or systems development projects, including the following: determining operational/technical requirements by discussing clients' needs and developing plans/objectives/costs/timeframes, engineering and/or approving technical specifications for designs, coordinating and leading the development of technical solutions.

- Seven (7) years of recent¹ experience in the system development lifecycle, including activities such as engineering/design, development, implementation, developing user training and participation in maintenance activities in an IT environment.

Furthermore, candidates must also possess five (5) years of recent¹ experience in three (3) or more of the following areas:

- Programming languages such as Python, C, C#, Perl, Java, C++, Swift, Assembler
- Software development in Linux
- Network security, network infrastructure, network protocols;
- Analog/digital design and circuits;
- Antennas and RF Signal propagation;
- Signal processing and analysis;
- Audio/video codecs such as Opus, G722, H264;
- Wireless and telecommunication technologies (e.g. satellite, RF, VoIP, Wifi, ADSL/Cable, Bluetooth, Infrared, RFID, GPS).

Recent¹ experience is defined as experience acquired within the last seven (7) years. Significant² experience is defined as the depth and breadth of experience that would normally be acquired by a person in a position where the performance of these duties constitutes. Stream 8: Candidates must possess a minimum of seven (7) years of recent experience in the configuration, design, support, or validation of minimum three (3) of the following technologies:

- Experience with handling data streaming, decoding/encoding/transcoding in a specific application (e.g. audio, video, web traffic, geospatial, etc)
- Experience designing Java Spring applications using for e.g. Spring Security, Spring Integration, Spring Boot, etc.
- Experience working with event-based processing systems (processing of events that affect the state of the system / data, asynchronous processing etc).
- Experience designing, and interfacing with message or queue based design patterns and technologies (e.g. RabbitMQ, ApacheMQ, Kafka, etc)
- Experience with software build tools and build automation (e.g. Ant, Gradle, Python, NPM)
- Experience designing for, and working with container based technologies (Docker, Kubernetes)
- Experience in performing software functional testing against a variety of software-based applications.
- Experience in the development of test environments using automated tools
- Experience with the functional testing of Windows-based applications with a significant database component

Stream 9: Candidates must possess a minimum of seven (7) years of recent experience in the configuration, design, support, or validation of minimum three (3) of the following technologies:

- Cellular communication systems such as CDMA, GSM, GPRS, UMTS, HSPA, LTE, or 5G.
- Telephony communications systems such as PSTN, VoIP, or IMS
- Broadband networks technologies such as cable, HFC, ADSL, or PON
- Communication protocols such as SIP, SCTP, DOCSIS, SS7, MPLS
- Network Protocols such as TCP/IP, RADIUS/DIAMETER, DHCP, DNS, IPv4, or IPv6, and routing protocols such as BGP or OSPF

Candidates must also possess three (3) years of recent experience in:

- Providing technical guidance or mentorship as part of product design, development, verification, or support related to telecommunication technologies and solutions.
- Liaise and coordinate with various stakeholders to determine requirements and the formulation of technical proposals.
- Develop detailed technical specifications, designs, briefing materials, or presentations related to telecommunication technologies and solutions.

Recent¹ experience is defined as experience acquired within the last seven (7) years. Significant² experience is defined as the depth and breadth of experience that would normally be acquired by a person in a position where the performance of these duties constitutes Assets Assets will not be used as part of the CV screening exercise but will be used as part of the best fit exercise. Best fit exercise: will be conducted at the conclusion of the competency based interviews and will result in the appointment of successful candidates who are in the pool. Managers will then review the results and content of the following for the:

- Resumes and cover letters
- Exam's results
- CBI reports

- Assets
The assets are not required to be included in the resume or cover letter upon application. Candidates who will be invited for an interview will also be asked to fill out a form ahead of the interview which will provide an overview of their skillset in various areas. Assets may be discussed at the interview with the members of the board. Assets have been consolidated by hiring area. Other Requirements A written exam may be administered. The exam will serve to evaluate written communication skills and your knowledge in business analysis. If successful, you will be invited to an interview.

Competencies

- Collaboration
- Analytical Skills
- Behavioural Flexibility
- Communication

Conditions of Employment
 Upon appointment, an employee shall remain in his/her new position for two (1) year.

Notes
 The majority of work in our organization must be done in the office and cannot be performed at home, however a hybrid approach is taken where possible (on site and telework). Official Language Proficiency
- The immediate need is to staff positions with a linguistic profile of bilingual imperative and non-imperative (BBB/BBB) and English essential (EE).
- For bilingual imperative positions, an offer will be made to a qualified candidate who meets the linguistic requirements.
- For bilingual non-imperative positions, offers will be conditional upon meeting the linguistic requirements within two (2) years of appointment.
Technology Market Modifier designated positions; therefore, successful candidates will be eligible to the Technology Market Modifier. Some relocation expenses may be reimbursed.

Reference Links

Security Requirements
 Candidates must be eligible to receive an Enhanced Top Secret security clearance. The process involves a security interview, a polygraph, and a background investigation that includes credit and financial verifications. The use of illegal drugs is a criminal offense. Drug use is an important factor considered in your reliability and suitability assessment during the selection process. Therefore it is important not to use any illegal drugs from the time you submit your application.

Others
 We thank all applicants for their interest in CSIS. However, only those who are selected for further consideration will be contacted.

For more information, visit CSIS for Design, Development and Operations