



# 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.

Corporate Headquarters:

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# Job Board Posting



Careers.Indigenous.Link

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## Technology Professionals, Operational Support

<b>Job ID</b>	<b>21-968-08-077-2253</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=21-968-08-077-2253">https://careers.indigenous.link/viewjob?jobname=21-968-08-077-2253</a>	
<b>Company</b>	CSIS	
<b>Location</b>	Ottawa, Ontario	
<b>Date Posted</b>	From: 2022-02-09	To: 2050-01-01
<b>Job</b>	Type: Full-time	Category: Public Administration

### Description

Closing Date 2022-11-02

Reference Number 21-968-08-077

Job Category Experienced

Who Can Apply Canadian Citizens

Location Burnaby, British Columbia

Ottawa, Ontario

Toronto, Ontario

Montreal, Quebec

Salary Range \$84,050 - \$102,250

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 \$89,934 - \$109,408

Status Indeterminate (permanent)

Language Requirement Various

### Job Summary

The Canadian Security Intelligence Service (CSIS) is looking for technical professionals who thrive on tackling diverse challenges in a unique environment. Working in teams, the ideal candidate will directly contribute to operations via the timely delivery of technical solutions in support of the CSIS mandate. You will have the opportunity to contribute and influence project deliverables that support technical operations, including the collection, processing, and analysis of data in support of CSIS' investigations. Successful candidates will benefit from continuous learning where your technical skills will be developed, maintained and enhanced. In addition, you will be exposed to specialized security intelligence related technologies, systems and equipment. Once you have established yourself at CSIS, your experience can lead to unique and exciting opportunities not available in the private sector. If you are up to the challenge and join one of our high performing teams, there is no doubt that your contributions to CSIS will have a meaningful and direct impact in our mission to keep Canada safe. We will be hiring highly qualified individuals in the following specialized streams:

- Stream 1 - Engineering
- Stream 2 - Quality Assurance & Compliance Officer
- Stream 3 - Networking
- Stream 4 - Developer
- Stream 5 - Communication
- Stream 6 - Analyst
- Stream 7 - IT Security
- Stream 8 - Mechanical & Electronics Technologies
- Stream 9 - Technical Professional (Technologist/Engineer)
- Stream 10 - Technology and Network Professional

As a technology professional, you will be supporting investigations against threats to the safety of Canadians by:

- Developing standardized operating procedures and methodologies for the deployment of technical capabilities.
- Leading technical collection, evaluating and testing technical capabilities and deploying various technical equipment and solutions.
- Assessing and/or contributing to operational plans to identify associated risks and offering alternate solutions.
- Providing technical advice in the planning and conducting of technical operations.
- Training and providing guidance to new technical officers.
- Collaborating with partners both domestic and abroad to advance capabilities.
- Leveraging stakeholders and ensuring continuing cooperation.
- Maintaining technical knowledge and operational readiness; staying current on technical collection capabilities and best practices.
- Adhering to established methodologies and ensuring compliance with policies and authorities governing conduct of operations.
- Solving complex problems and advancing investigative initiatives by integrating existing technologies; or by creating new solutions, systems, platforms and tools.

## 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. If you completed a program outside of Canada you will be required to obtain proof of a Canadian equivalency at your expense through a recognized credential assessment service. Note: Any higher level of education could be recognized as experience.

## Experience

Undergraduate or Master's degree in a related field and three (3) years of related experience for all streams.

- Underfill - one (1) year of related experience.

Technologist diploma or Professional technologist equivalency designation and four (4) years of related experience for all streams.

- Underfill - two (2) years of related experience.

Related experience is defined as recent\* and significant\*\* experience. Stream experience requirements are defined as:  
Stream 1 & 2- Engineering / Quality Assurance & Compliance Officer:

- Providing advice and guidance with respect to the design, deployment and maintenance of technical solutions.
- Implementation of technical solutions which require system integration.
- Supporting, maintaining and/or performing troubleshooting activities for software and/or systems.
- Programming languages such as C, C++, C#, Java, Go, Perl, Python, Bash, Javascript, Lua.
- Analog/digital design and circuits.
- Antennas and RF Signal propagation.
- Telecommunications networks (VoIP, Wifi, Wireless, ADSL/Cable).
- Telecommunications standards and protocols (SS7, SIP).
- Network security, infrastructure support, network protocols.
- Virtualization, hyper convergence or cloud application services.
- Interfacing with/managing databases (Relational and other).
- Signal processing and analysis.
- Voice/data communications (satellite, RF LMR, wireless and telecommunications networks).
- Data Technology.

Stream 3 - Networking:

- Telecommunications networks (VoIP, Wifi, Wireless, ADSL/Cable).
- Network security, infrastructure support, network protocols.
- Virtualization, hyper convergence or cloud application services.

Stream 4 - Developer:

- Programming languages such as C, C++, C#, Java, Go, Perl, Python, Bash, Javascript, Lua.

Stream 5 - Communication:

- Analog/digital design and circuits.
- Antennas and RF Signal propagation.

- Telecommunications standards and protocols (SS7, SIP).
- Signal processing and analysis.
- Voice/data communications (satellite, RF LMR, wireless and telecommunications networks).

Stream 6 - Analyst:

- Interfacing with/managing databases (Relational and other).
- Data Technology.

Stream 7 - IT Security:

- Vulnerability research.
- Penetration testing.
- Digital forensics.
- Network security/administration.

Stream 8 - Mechanical & Electronics Technologies:

- Working with analytic and troubleshooting tools in mechanical/electronics settings.
- Evaluating, testing and deploying mechanical tools.
- Analyzing and troubleshooting RF devices and electronics hardware.
- Supporting, maintaining and/or performing troubleshooting activities for software and/or systems.

Stream 9 - Technical Professional (Technologist/Engineer):

- Communications systems, protocols and/or propagation including both wired and wireless networks, audio and video data, installation, RF communication systems, mobile & satellite networks.
- Analyzing requirements and providing advice / recommendations (written & oral) on technical matters to various audiences.
- Hands-on experience with electronic components installation and good knowledge of electronic systems planning in any two of the following:
  - Power requirements or distribution, switching, audio/video, protection circuitry, data logging, RF transmission, testing, troubleshooting electronics, field deployment of electronic equipment.
  - Employing offensive and defensive security capabilities of technologies.
  - Collection using technical tools and tradecrafts.

Stream 10 - Technology and Network Professional:

- Candidates must possess experience working directly with the technologies within the last three (3) years.
- Candidates must possess a minimum of one (1) year of experience per requirement on any three (3) of the following requirements:
  - Experience in the evaluation, configuration, customization and integration of hardware and networks (operating systems, virtual machines, desktop machines and/or servers);
  - Experience assessing offensive and defensive security capabilities of technologies;
  - Experience assessing, configuring and troubleshooting IP based networks, network security (switches, routers, firewall, IDS/IPS, PSPs) and conducting network protocol analysis;
  - Experience in writing scripts (UNIX/LINUX, Mac OS, Windows and Virtualization);
  - Experience with software encryption, VPNs and Virtual Private Servers (VPS);
  - Experience troubleshooting software and/or hardware issues.
  - Experience in Cisco equipment installation, setup and configuration, preferably with a Cisco accreditation (e.g. CCNA, CCIE).

Assets:

- Previous industry experience in trades such as: construction, electrical, building maintenance, audio visual or electronic communications.
- Experience with the fabrication of technical parts and equipment, in a variety of materials (the experience does not need to have been acquired through formal work experience).
- Experience assembling, configuring and troubleshooting computer hardware and network infrastructure.

You may possess other experience that may not be requisite for all our streams, but considered as an asset for CSIS.

Please identify which stream (s) most interest you in your cover letter and we will find the right role for you. \*Recent: is defined as experience acquired in the last five (5) years. \*\*Significant: 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 his or her main functions over that period of time.

## Competencies

- Adaptability/Flexibility
- Interpersonal Skills/Team Work;
- Organizational Skills/Multitasking;
- Problem Solving Skills;
- Behavioral Flexibility;
- Integrity;
- Communication/Collaboration;

## Conditions of Employment

Underfill level 7: Successful underfill applicants will be appointed to the position as a Grade 07, underfilling the position until they reach the full-working level (8). A training plan, including the required objectives to be reached, will be established in order to allow the employee the possibility of qualifying in the full level of the position. Candidates who do not meet the required years of related experience will be considered as an underfill until having achieved the requisite number of years. All underfills will be required to meet these requirements through achieving objectives set in their training plan and in order to subsequently be appointed to the full working level.

## 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.

An exam may be administered as a screening tool in order to assess the candidates' relevant technical knowledge. 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 Technology Professionals, Operational Support