



HAMILTON POLICE SERVICE

Career Opportunity: APPLIED ANALYTICS SPECIALIST (1 position available)

Posting #	#2026-016	JJR#	230
Job Title	Applied Analytics Specialist	Civilian/Sworn	Civilian
Status	Permanent Full Time	Department/Unit	Crime and Information Analysis Unit
Salary Grade	Schedule 11E	Hiring Rate	\$47.423 per hour
Salary Range	\$98,906 to \$116,357 per annum (January 2025 rates)		
Posting Date	February 27, 2026	Closing Date	March 13, 2026
Primary Job Location	Central Police Station, 155 King William St., Hamilton, ON		
Hours of Work	Monday to Friday, from 8:00 am to 4:00 pm		

SUMMARY

About HPS

HPS patrols 1,113 square kilometers, serving over 620,063 residents. The Service is divided into two main areas: Operations, which provides visible policing and investigations in various specialized units, and Support, which offers services in areas such as professional development, emergency response, crime prevention, fleet and facilities, IT, Records and HR. HPS is committed to the highest standards of integrity and professionalism in all its divisions.

Our vision to be a trusted partner in delivering public safety is what motivates our members each and every day. Hamilton Police Service is an innovative police service dedicated to working in partnership with our communities to make Hamilton a safe and healthy community in which to live and work. Established in 1833, Hamilton is one of the oldest policing services in the world.

Position Summary:

Reporting to the Manager, Crime & Information Analysis Unit (CIAU), the Applied Analytics Specialist is responsible for providing advanced analytical support to the Hamilton Police Service through the application of computational and data-driven methods. The role supports investigative, tactical, and strategic decision-making by developing and implementing advanced analytical approaches to service-wide issues. Key functions include analyzing structured and unstructured information, developing

analytical models and tools, and translating complex analytical outputs into clear, decision-relevant insights for analysts, leadership, and operational stakeholders.

Duties include, but not limited to;

- Apply analytical and computational techniques (e.g., regression methods, non-parametric approaches, clustering, simulation, scenario analysis, and machine-learning models) to examine data and information relevant to investigative, tactical, and strategic decision-making, including service-wide strategies such as Race and Identity-Based Data (RIBD) initiatives and other governance-driven reporting frameworks.
- Design and deliver advanced analytical solutions to address complex, service-wide questions that exceed routine analytical capacity.
- Analyze structured and unstructured information to identify patterns, trends, relationships, and disparities relevant to operational and organizational priorities.
- Provide advanced analytical insight, interpretation, and advice to management, senior leadership, and operational stakeholders, supporting evidence-based decision-making and compliance with service-wide strategic commitments.
- Develop, document, and maintain analytical methods, models, and workflows to support transparency, consistency, reproducibility, and defensibility of analytical outputs.
- Produce analytical products, visualizations, and decision-support tools, and present analytical findings through reports, briefing materials, and presentations.
- Serve as a technical and methodological resource within the CIAU by supporting Analysts on complex files and contributing to the continuous improvement of analytical practices.
- Monitor developments in analytics and machine learning, evaluate their applicability within a policing context, and collaborate with internal partners on the development and implementation of analytical solutions.
- Perform related duties as assigned to support CIAU and organizational objectives.

Supervisory Responsibilities:

Not applicable.

Working Conditions:

Regular office environment in a secure area of the building. Significant time will be spent on the computer. Duties involve exposure to highly confidential and sensitive information which cannot be shared except in the course of judicial proceedings or pursuant to the order of a Command Officer or Supervisor.

Physical & Sensory Demands/Dexterity:

Assignments will involve activities such as reading, writing, keyboarding, talking, listening, sitting, walking, and standing.

Training:

Four weeks of on-the-job training to be provided.

Education:

Minimum three (3) year University Degree or post-secondary diploma in quantitative, analytical, or policy-relevant discipline (e.g., mathematics, statistics, economics, computer science, data science, public policy, or social sciences with substantial quantitative coursework).

Experience:

- Minimum three (3) years of experience preparing or contributing to technical or analytical materials such as reports, briefing notes, documentation, or presentations.
- Recent experience working with analytical or programming tools used for advanced analysis (e.g., Python, R, SQL).

- Previous experience applying advanced analytical and machine-learning techniques, developing and validating analytical models or decision-support tools, and producing analytical visualizations or dashboards using platforms such as Power BI or Tableau.

Certifications & Licenses:

Valid Class G Driver's License, or the equivalent, with no more than six (6) accumulated demerit points, permitting you to drive an automobile in Ontario with full driving privileges.

Skills & Competencies:

- Demonstrates strong analytical reasoning to identify, assess, and address complex analytical problems and propose defensible solutions.
- Communicates complex analytical concepts clearly and effectively in both written and oral formats.
- Ability to work both independently on complex assignments and collaboratively within multidisciplinary teams.
- Demonstrates discretion, integrity, and sound judgment.
- Shows initiative and maintains a results-oriented approach.
- Exhibits strong attention to detail and effective decision-making skills.
- Comfortable working with ambiguity and sensitive subject matter.

INTERESTED IN THE POSITION?

Submit your application (i.e. updated cover letter and resume) via email by indicating the posting number **#2026-016** in the subject line to recruiting@hamiltonpolice.ca before 11:59 PM on **March 13, 2026**. Please be advised we do not currently use AI technology as part of our screening and selection process.

Interested persons applying must be a permanent resident of Canada/Citizenship, and be able to work within Canada.

Accommodations: Hamilton Police Service is committed to equitable and accessible hiring practices. Accommodation during the recruiting process is available upon request, please let us know should you have any needs.

We thank everyone for their expressed interest and appreciate the time you've taken to submit your application. However, only those selected for employment testing and/or an interview will be contacted.

At Hamilton Police Service, we are committed to a fair and equitable recruitment and selection process. We strive to build, mentor, and retain a highly skilled workforce that reflects the diversity of the communities we serve. By fostering an inclusive and respectful workplace where every member feels valued and has a strong sense of belonging, we strengthen our ability to serve Hamilton with professionalism, empathy, and integrity.

We strongly encourage applications from individuals of diverse backgrounds, including 2SLGBTQIA communities, Indigenous peoples, persons with disabilities, racialized persons, multilingual candidates, and anyone passionate about public service. By joining the Hamilton Police Service, you will play a crucial role in making a meaningful difference in the lives of those who call Hamilton home.

Hamilton Police Service (HPS) is situated upon the traditional territories of the Erie, Neutral, Huron-Wendat, Haudenosaunee and Mississaugas. This land is covered by the Dish With One Spoon Wampum Belt Covenant, which was an agreement between the Haudenosaunee and Anishinaabek to share and care for the resources around the Great Lakes. We further acknowledge that this land is covered by the Between the Lakes Purchase, 1792, between the Crown and the Mississaugas of the Credit First Nation. HPS honours with gratitude this sacred land which, from time immemorial, has been and is home to many Indigenous people from across Turtle Island.