



HAMILTON POLICE SERVICE

Career Opportunity:
Manager – Crime and Information Analysis Unit
Salary: \$131,848.59 - \$155,115.98 annually

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 (HPS) 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 Superintendent of Business and Strategic Initiatives the Manager of Crime and Information Analysis Unit will define and execute a roadmap for advanced analytics for the Hamilton Police Service. The Manager of Crime and Information Analysis Unit will build an efficient centralized unit for the delivery of organizational analytics. Primary duties will include assessing current technologies and making recommendations for the analytics roadmap, developing, managing, maintaining and supporting analytical solutions to assist the organization in the delivery of business information solutions and strategic decision support.

Duties include but not limited to:

- Oversee the Crime and Information Analysis Unit, including technical oversight, definition of short and long term objectives and service delivery. Provides consultative services for the planning, design and implementation of new or enhanced business information solutions.
- Lead project based initiatives, including the oversight, security, evaluation, acquisition, maintenance, performance optimization, capacity planning and effective change management associated with business intelligence and analytical solutions throughout the organization.
- Research, identify and recommend best practices and opportunities for continuous improvement within the Unit, including: new systems, system upgrades or tools to facilitate the delivery of effective services.

- Liaise with analytics and business information stakeholders to understand and analyze complex business requirements. Provide recommendations on methods for gathering, storing and modelling data to enable effective and strategic reporting and analysis.
- Lead a team of staff, including the hiring, evaluation, discipline, and coaching of staff to ensure the effective operation of the Crime and Information Analysis Unit. Assist staff by providing technical guidance and direction as required.
- Utilizing expertise, evaluate changes in legislation governing related services and develop, revise and/or recommend changes to policies, programs and procedures to ensure compliance.
- Develop and manage the Unit's objectives in support of HPS multi-year Business Plans; including recommendations for staff and material resource requirements, budget requirements and key service delivery initiatives/objectives.
- Manage the unit's operating and capital budgets including: procurement of software, hardware, professional services and vendor management. Makes budget recommendations to the Superintendent, Business and Strategic Initiatives for approval.
- Ensure that systems, solutions and processes are aligned with Service and related external agency needs, best practices, audit and quality protocols, and maintain high quality internal and external service standards and delivery
- Analyze industry trends and identify business strategy impacts and opportunities. Identifies opportunities for gains in organizational effectiveness and efficiency and recommends technology renewal, enhanced user support and augmented operating practices to senior management.
- Build relationships with internal clients and external partners to meet established business plan and objectives. Strengthen employee understanding of the HPS analytic tools and capabilities.
- An active member of the Business and Strategic Initiatives Team. Represents HPS at various board, committee and agency meetings. Participates in external committees and projects to build awareness of and support for the HPS.
- Prepares comprehensive analysis, reports and briefing documents as required.
- Perform other duties, as assigned, which are related to the major responsibilities of the job.

Education: A university degree in Data Analytics, Computer Science, Business Intelligence, Information Systems, or a related field.

Experience:

- Proven leadership experience in analytics, business intelligence, or data-driven decision support functions.
- Strong knowledge of analytics tools, data warehousing, dashboards, reporting platforms, and related best practices.
- Experience managing projects, budgets, vendors, and cross-functional teams in a complex organizational environment.
- Exceptional communication, analytical, and problem-solving skills.
- Public sector or law enforcement experience is considered an asset.

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 & Key Competencies:

- Experience working in public sector unionized environment and building and maintaining positive and collaborative relationships with all stakeholders, including Association, Senior Management and members at all levels.
- Proficient in presenting ideas clearly and effectively, using business-friendly and user-friendly language to ensure understanding across diverse audiences.

- Proven leadership skills with the ability to manage and motivate a multidisciplinary team.
- Excellent communication and interpersonal skills for liaising with employees, management, and external agencies.

INTERESTED IN THE POSITION?

Applications including cover letter and resume must be submitted via email by indicating the posting number **#2025-071** in the subject line to recruiting@hamiltonpolice.ca before 11:59 PM on **Friday, November 14, 2025**. Please be advised we do not currently use AI technology as part of our screening and selection process.

In accordance with the Ontario Human Rights Code (OHRC) should you require an accommodation at any time during the recruitment and selection process we encourage you to notify the Human Resources @ recruiting@hamiltonpolice.ca

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.