Posting #24-186EM

Cyber Security Analyst
Cyber Security Office
Term, Full Time
November 2024 – November 2025

Purpose

Reporting to the Chief Information Security Officer (CISO), the Cyber Security Analyst is responsible for the development, implementation, and operation of Information Technology (IT) threat detection and vulnerability management programs in order to protect the integrity, confidentiality, and availability of University information and IT systems. The incumbent is responsible for identifying and quantifying business risks to the University by monitoring, detecting, and analyzing potential threats and vulnerabilities to the University's information/data systems. The incumbent will function with a high degree of independence in carrying out their duties, particularly in the investigation of security breaches or threats.

Responsibilities

Duties include but are not limited to:

- Conducting vulnerability scans of University IT systems;
- Assessing IT vulnerabilities and how they pertain to UNBC;
- Working with internal IT service teams to develop remediations and mitigations to vulnerabilities;
- Managing intrusion detection systems;
- Hunting IT threats and detecting compromises;
- Evaluating security of software and service providers;
- Supporting the strategic plan and operations of the Cyber Security Office;
- Developing and maintaining qualitative and quantitative metrics for evaluating the effectiveness of cyber security strategies and operations;
- Promoting awareness of cyber security risks and best practices by providing guidance and recommendations to IT service delivery teams and researchers;
- Working with IT service delivery teams to identify and solve cyber security issues while maintaining required service delivery levels;
- Serving as the primary liaison between the Cyber Security Office and ITS operational teams;
- Ensuring that relationships between cyber security operations and other University stakeholders remain collaborative and respectful by engaging with them to develop protocols, processes, and standards that reflect the needs of stakeholder groups and cyber security efforts;
- Contributing to the development of the Cyber Security Office budget through the evaluation of tools and services, providing cost benefit analyses, and making recommendations to the CISO as a part of the budget development process;
- Evaluating the effectiveness of cyber security tools and services from a cost vs benefit perspective;
- Developing specific project budgets in consultation with the CISO;
- Identifying, classifying, and tracking cyber security risks;
- Developing and implementing mitigations and compensating controls for identified risks;

- Participating in post incident forensic investigation; and
- Assessing application and service vulnerability.

Qualifications

The successful candidate will possess the following:

- A two-year post-secondary diploma in Computing Science or equivalent;
- 5 years of experience in an academic IT setting; and
- Security certifications issued by organizations such as ISACA, GIAC, SANS, or ISC2 are preferred.

An equivalent combination of education and work experience will be considered.

The work requires excellent communication skills and the ability to collaborate. The incumbent will need a high level of initiative and self-direction. The successful candidate will posses working knowledge of federal, provincial, and international regulations pertaining to data privacy and security including but not limited to: Canadian PIPEDA, BC FOIPOP, and the EU GDPR.

The successful candidate will demonstrate:

- Understanding the need for confidentiality and discretion when appropriate;
- The ability to communicate clearly and follow up to ensure understanding;
- Ability to explore creative options for solutions which meet diverse interests; and
- Awareness of different cultural norms, protocols, and taboos when working with various cultural groups.

Experience with the following skills will be considered assets:

- Linux and Microsoft Windows systems administration;
- IP Networking;
- Network penetration testing and vulnerability scanning techniques;
- Software development, scripting, and automation techniques;
- DevOps and CI/CD methodologies, containers, and container orchestration systems; and
- Cloud service provider (Azure, AWS, and Google) security tools.

Salary

The starting salary will be determined with consideration of the successful candidate's relevant education, skills, and experience. The annual salary range for this position is $85,000 to $100,000.

UNBC offers employee tuition waivers (includes spouse and dependents), excellent benefit and pension packages, as well as employee training and development opportunities. For more details, please see http://www.unbc.ca/human-resources/employee-benefits.

Normal hours of work will be 8:30am – 4:30pm, Monday to Friday.

Our Commitment to Diversity and Employment Equity

The University of Northern British Columbia is fully committed to creating and maintaining an equitable, diverse, and inclusive environment that is accessible to all. We are devoted to ensuring a welcoming, safe, and inclusive campus free from harassment, bullying, and discrimination. This commitment is woven into our motto and mission. In the Dakelh language, UNBC's motto 'En Cha Huná translates to "they also live" and means respect for all living things. Through the respect for all living things, we are able to grow and learn better together, each bringing our own unique individual differences and contributions to inspire leaders for tomorrow by influencing the world today.

Employment equity requires that we remove barriers and overcome both direct and indirect discrimination. In this way, the pool of excellent candidates increases substantially. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the B.C. Human Rights Code, including sex, sexual orientation, gender identity or expression, racialization, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person.

About the Community

Since its founding in 1990, the University of Northern British Columbia (UNBC) has emerged as one of Canada's best small research-intensive universities, with a passion for teaching, discovery, people, and the North. UNBC's excellence is derived from community-inspired research, hands-on learning, and alumni who are leading change around the world.

Since time immemorial, Indigenous peoples have walked gently on the diverse traditional territories where the University of Northern British Columbia community is grateful to live, work, learn, and play. We are committed to building and nurturing relationships with Indigenous peoples, we acknowledge their traditional lands, and we thank them for their hospitality. UNBC's largest campus in Prince George is located on the traditional unceded territory of the Lheidli T'enneh, in the spectacular landscape near the geographic centre of beautiful British Columbia.

UNBC consistently ranks in the top three in its category in the annual Maclean's university rankings. UNBC also recently placed among the top five per cent of higher education institutions worldwide by the Times Higher Education World University Rankings.

With a diverse student population, the University is friendly, inclusive, and supportive. Prince George is a city of ~80,000 people with impressive cultural, educational, and recreational amenities. For more information about living and working in Prince George, please refer to http://www.unbc.ca/experience and https://moveupprincegeorge.ca. Make your mark with this leading post-secondary institution.

To Apply

The University of Northern British Columbia is committed to employment equity and encourages applications from the four designated groups (women, Indigenous peoples, persons with disabilities, and members of visible minorities) as well as the 2SLGBTQ+ communities and individuals with intersectional identities.

Persons with disabilities, who anticipate needing accommodation for any part of the application and hiring process, may contact UNBC Health & Wellbeing at employeewellbeing@unbc.ca. Any personal information provided will be maintained in confidence.

Please forward your resume and proof of education (e.g. copy of transcripts or copy of degree/diploma) and include the competition number #24-186EM in the subject line to:

Human Resources, University of Northern British Columbia,
3333 University Way, Prince George, BC, V2N 4Z9

Email submissions: HRecruit@unbc.ca
Inquiries: (250) 960-5521

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We thank all applicants for their interest in UNBC however, only those applicants selected for further consideration will be contacted.

Priority will be given to applications received by October 31, 2024. Applications will be accepted until the position is filled.