

Posting Date:	November 20, 2026
Closing Date:	December 3, 2026
Requisition ID:	2088
Title:	Assistant Supervisor, Integrated Crime Analysis
Branch:	Investigations
Service:	Major Projects & Intelligence
Bureau:	Intelligence
Salary:	$127,737 – $133,766 (Band 9)
Status:	Regular, Full-Time
Openings:	1
Vacancy Type:	This job has been posted to fill a current vacancy
Location:	Headquarters

Position Purpose

The purpose of this position is to assist the Supervisors of Integrated Crime Analysis (ICA) with providing supervision and leadership to the Crime Analysts. The ICA Assistant Supervisor manages various supervisory responsibilities, provides on the job mentoring, guidance, and support to new and existing members and is involved in providing input to training. The ICA Assistant Supervisor will be a member who will remain operational and will be assigned high-level investigations and assist crime analysts as a subject matter expert during escalated projects.

Major Duties & Responsibilities

Responsible for assisting the Supervisor of ICA where required.
Remain operational in order to provide expert-level support to high-level investigations.
Perform the duties of the Supervisor of ICA during leave.
Manage requests in the Crime Analyst inbox, respond to or delegate requests and ensure information is shared or acted upon in a timely manner.
Review non-disclosable analytical product for consistencies, standards, and content.
Assess and evaluate members of ICA, determine training needs, coach and mentor staff and assist in the preparation of performance appraisals.
Conduct regular meetings with staff and supervisors to provide meaningful feedback and formulate strategies for continuous improvement within the discipline.
Create visual, graphical, geographical and written analytical reports which are used for evidentiary purposes and subject to disclosure, utilizing investigative software.
Apply research methodology and software tools to collect and categorize relevant criminal and non-criminal information from numerous sources such as police agency databases as well as public data.
Present testimony on analytical products in court for criminal prosecutions.
Conduct extensive background research and create profiles in order to identify and summarize high threat persons or criminal groups operating in York Region.
Author YRP Strategic Intelligence Assessments on serious and organized crime to prioritize subjects for major projects, probes and investigations, to determine intelligence priorities for York Region, and assist in the direction enforcement will take.
Conduct open-source investigation (OSINT) and capture findings in suitable format for evidentiary purposes.
Compile and write comprehensive intelligence reports for major projects and investigations as required.
Attain and maintain professional certifications for various software programs and platforms.

Extract and interpret complicated data from JSI for daily analysis of Transmission Data Recorder (TDR) records and Location-Based Service (LBS) records for ongoing investigations.
Assist with the design and development, of Crime Analyst and Intel databases.
Research, test and recommend software solutions to facilitate and build efficiency into current analytical practices.
Develop and deliver presentations and materials for various meetings, conferences and training sessions.

Education, Licensing & Certifications

Successful completion of a four (4) year University Degree in Criminology, Hons. Bachelor of Crime & Intelligence Analysis, or related program.
Equivalent experience would be considered in the absence of required education.

Experience

Minimum of three (3) years of previous experience as a Crime Analyst, Intelligence Analyst, or a similar analytical role.

Skills

Supervisory abilities that reflect organizational values.
Certification through the Society of Certified Crime Analysts preferred.
Advanced knowledge of computer applications such as Microsoft Office, mapping and GIS programs, CPIC, CAD, RMS and forensic identification systems.
Effective written, oral communication and interpersonal skills to relay accurate strategic information to business partners and interact with various ranks throughout YRP and with other services.
Efficient research capabilities to collect, analyze and present data and to standardize crime analysis practices to meet the needs of business partners.
Excellent organizational skills to multi-task and work within timelines and parameters of projects and requests.
Strong problem-solving abilities to help resolve issues quickly and effectively.

How To Apply

Members must submit their application directly to the posting on the Careers section through the SuccessFactors Dashboard by the closing date in order to be considered for this opportunity as an internal applicant.
Please include a personal email address on your resume to ensure you receive all notifications regarding the recruitment process.
Questions regarding this position should be directed to Kristine Ockwell #5791, Supervisor – Civilian Recruiting Unit.

York Regional Police has implemented a Hybrid Remote Work option that is offered to various positions in the organization. Further detail can be discussed during the recruitment process.

Please note this is an internal job posting, no external applications will be considered at this time.
In accordance with Article 35 of the Civilian Working Agreement, all resumes must be received by the closing date. Resumes received after this date will be considered external candidates.

York Regional Police is committed to fairness and equity in our recruitment and selection process, and in building and retaining a talented and diverse workforce representative of the community we serve. All York Regional Police employment policies and procedures are intended to be non-discriminatory and barrier-free, in accordance with the Accessibility for Ontarians with Disabilities Act, 2005.

Accommodations for applicants with disabilities are available upon request during recruitment processes and throughout employment. Should you require an accommodation during the recruitment and selection process, including accessible formats and communication supports, please contact talent@yrp.ca.

VISION-INSPIRED MISSION-FOCUSED VALUES-DRIVEN