Posting # 3079

Job Posting Title: Cybersecurity Analyst

Section: Technical Infrastructure Services
Division: Information Technology
Department: Corporate Services
Initial Reporting Location: 199 Larch Street

Job Status: Permanent Position
Number of Vacancies: 1
Affiliation: CUPE 4705 Inside Unit
Hours of Work: 70 hours bi-weekly
Shift Work Required: No

Range of Pay: IWIT Group 3 - $43.60 to $53.53 per hour (Subject to Review)

The start date will follow the selection process.

This position is eligible to work remotely on a part-time basis. (Note: Must have the ability to be able to report to a City of Greater Sudbury work location on short notice).

Characteristic Duties: Under the general supervision of the Manager of Technical Infrastructure Services.

1. Implement and support technical cybersecurity solutions.
2. Monitor and analyze security events across various IT systems to identify vulnerabilities and threats.
3. Conduct cybersecurity reviews and assessments for new IT projects.
4. Monitor and manage Endpoint Detection and Response (EDR) systems.
5. Respond to and investigate security incidents, providing technical analysis and remediation.
6. Research and maintain current knowledge of new technology trends, information security, and emerging cyber risks to recommend and build solutions that protect information technology systems.
7. Identify weaknesses in security controls across various applications, systems, and networks, and develop mitigation measures.
8. Assist in securing connected Operations Technologies (OT) systems, including Industrial Control Systems (ICS), Supervisory Control and Data Acquisition (SCADA) systems, and other municipal infrastructure technologies, to ensure they are protected from cyber threats.
9. Assist with the maintenance and implementation of the incident response plan.
10. Assist in the development and application of technical security policies and procedures.
11. Provide technical cybersecurity guidance to city staff.
12. Participate in technical projects as a cybersecurity subject matter expert.
13. Develop and maintain a thorough working knowledge of CGS's Safety Manual and the applicable provincial legislation listed therein.
14. Perform other related duties as required.

Qualifications:

• University degree in a related discipline from a recognized university with Canadian accreditation.
• Certification in Information Security considered an asset.
• Over two and one-half (2½) years up to and including five (5) years of related experience in a technical cybersecurity role.
• Experience with security technologies, best practices, and the management of security functions in a technical environment.
• Hands-on experience with security operations and solutions (e.g., vulnerability management, security monitoring, and identity management).
• Knowledge of industry best practices and standards: CIS, ISO 27001, PCI, COBIT, NIST, and ITIL
• Knowledge of penetration testing methods/frameworks, cloud computing issues, data communication and mobile devices, encryption methods, incident response strategies, secure software development best practices, remote access, artificial intelligence, etc.

• Experience securing information technology infrastructure.
• Advanced organizational skills with demonstrated ability to set priorities, meet and manage multiple and conflicting deadlines, and work under pressure.
• Excellent interpersonal, written, and verbal communication skills.
• Excellent research and analytical skills to participate in the review of current practices/processes and the development of new processes.
• Excellent use of English; verbally and in writing.
• French verbal and written skills an asset.
• Satisfactory health, attendance, and former employment history.
• May require the use of a personal or CGS vehicle on CGS business. Must be physically capable of operating a vehicle safely, possess a valid driver's licence, have an acceptable driving record, and personal insurance coverage.

Competencies: Competency Library - Level 2 Proficiency (Individual Contributor)

This job is also being posted as a development opportunity. Should there be no fully qualified candidate for this position, a candidate who can be expected to meet the required qualifications within a reasonable period of time may be considered for this position as a development opportunity.
Development opportunity range of pay: $41.73 to $51.25 per hour (Subject to Review). The successful candidate will be paid at the reduced range until the minimum qualifications have been met.

How to Apply:

If you are viewing this job posting through a website other than the City of Greater Sudbury's, please visit www.greatersudbury.ca/jobs to apply online.

We must receive your resume **before 11:59 p.m. on Friday, August 22, 2025**. For those providing a French language resume, please also include an English version.
1. Click on the **Apply for Job** button.
2. Follow the step by step application process.
3. Ensure you attached a cover letter and resume. Acceptable file types are:
    o .doc
    o .docx
    o .txt
    o .pdf
    o .rtf
4. Once completed, review your application and click on the **Submit** button.
5. Upon submission of your application, you will get a confirmation on the screen that your application has been successfully submitted. You will also receive an e-mail confirmation to the e-mail address on your profile.

All applicants are thanked for their interest in this position. Only those selected for an interview will be contacted. If contacted, and you require a disability related accommodation in order to participate in the recruitment process you must advise the Hiring Manager.

Live outside Canada or new to Canada?
The City of Greater Sudbury is dedicated to maintaining a fair, inclusive, and equitable work environment and our City welcomes qualified applicants from anywhere. To learn more about working in Canada, visit this webpage: Applicants Living Outside of Canada (greatersudbury.ca)

Contact Us:
For technical difficulties, issues, questions or accommodations with an application made online email myJOBS@greatersudbury.ca