

Welcome to Northumberland County, where you can build a thriving career while making a lasting impact in our communities. We're a forward-thinking organization, setting the standard for county government by providing leadership and support to our municipalities and residents.

We're committed to your growth, offering educational and career development opportunities to help you reach your full potential. Our dedication to diversity, equity, and inclusion reflects the rich communities we serve, driving innovation and excellence in our workforce.

Join Northumberland County and be part of a team that values your growth, supports your well-being, and empowers you to make a difference.

Currently, we are looking to fill the following existing vacancy:

Cybersecurity Analyst

Permanent, full-time position

Salary: \$90,932.00 - \$113,669.00 based on a 35-hour work week

Work Location: 555 Courthouse Road, Cobourg, Ontario.

Reporting to the Manager of Cybersecurity, the Cybersecurity Analyst will play a crucial role in protecting the province's digital infrastructure by monitoring, identifying, analyzing, responding and mitigating cybersecurity threats. The role requires a deep understanding of cybersecurity principles, strong problem-solving abilities, and the capacity to work in a fast-paced environment. This individual will assist in the implementation of the security processes and procedures while meeting the required service level agreements (SLA).

The ideal candidate has relevant experience and education in the field of Cybersecurity, has experience with implementing and administering Cybersecurity program for organizations that can be scaled and replicated.

Qualifications & skills:

- Post-secondary degree or diploma in Computer Sciences and/or 3 years of relevant experience or equivalent combination of training and experience.
- Certified in Cybersecurity ISC2 (CC) or equivalent is preferred.
- Relevant training and expert knowledge of cybersecurity technologies, risk mitigation techniques and procedures.
- Knowledge of the regional municipal landscape in and around Northumberland County will be considered an asset.
- Possesses a working knowledge of frameworks including CIS, ISO 27001, and NIST CSF.
- Administration of cybersecurity training and awareness program/technology for the County's employees and it's managed partners.
- Monitor network traffic and systems for security breaches, investigate incidents, and implement corrective actions.
- Lead the technical response to cybersecurity incidents, including the coordination of efforts across various teams and assist with the communication to the stakeholders.
- Conduct regular security audits and prepare vulnerability assessment reports to identify potential risks and recommend enhancements.
- Collaborate with other governmental agencies, partners, and vendors to ensure a mature security posture.
- Internal & external network penetration testing (KALI) experience is an asset.
- Excellent interpersonal communication, documentation, presentation, analytical and critical thinking skills, and the ability to identify needs and take initiative.
- Experience in effectively communicating and translating Cyber Security, IT, and risk concepts to

all audiences in an easily understood and actionable manner.

- An enthusiastic lifelong learner with dedication, potential, and passion for Cybersecurity.
- Strong decision-making, problem-solving and troubleshooting skills and the ability to work with diverse groups of people and help solve complex problems.
- CEH, CompTIA Security+, or equivalent certifications are a bonus.
- Understanding of NIST and MITRE ATT&CK frameworks.
- Extensive knowledge and experience with server infrastructure (e.g. Virtual Environment, Data Storage, Windows Server, Exchange, Active Directory, network, firewalls etc).
- Strong understanding of SIEM, SOAR, antivirus/EDR, IDPS infrastructures and technologies.
- Hands-on experience in administering Identity & Access Management (IAM) solutions, SIEM alerts, cybersecurity incident investigations, telemetry, events correlation and administrating cybersecurity control tools.
- Advanced knowledge of IT security best practices for Azure AD, Office 365, Windows server platforms (ex: SQL, Exchange, WSUS, IIS, etc.), Windows and Linux operating systems.
- Experience analyzing and reverse-engineering solutions to discover weak points.
- Familiarity with the fundamental principles of ITIL.
- Experience working within a Police force environment would be an asset.
- Strong communication and presentation skills.
- Strong documentation skills.

The successful candidate will be required to submit a satisfactory criminal background check prior to the commencement of employment. We thank all applicants for their interest, however, only those selected for an interview will be notified.

What Makes a Career at Northumberland County Different?

Unlock your potential: At Northumberland County, your growth matters. We offer professional development and provide opportunities that empower you to excel and advance in your career.

Join a passionate team: Be part of a diverse, inclusive team where collaboration thrives, and every voice is valued. Together, we achieve greatness.

The Best of Both Worlds: Enjoy the beauty of natural living alongside a vibrant, dynamic work environment, offering the perfect blend of career success and work-life balance.

What We Offer:

- **Comprehensive Health Plans:** We care about your well-being, offering occupational and mental health supports, an Employee and Family Assistance Program (EFAP), and benefits plans for eligible staff.
- **Competitive Compensation:** We regularly review pay equity and compensation to ensure competitive salaries, supporting a livable life.
- **Livable Communities:** Enjoy access to beaches, trails, restaurants, and cultural events. Northumberland County offers a unique combination of natural beauty and vibrant community life.
- **Learning and Development:** Professional development is at the heart of our success, providing opportunities for growth and excellence.
- **Retirement Savings:** We offer the exceptional Ontario Municipal Employee's Retirement System (OMERS), a defined benefit pension plan to help you plan for a stress-free retirement.
- **Employee and Family Assistance Plan:** Our wellness program includes health support and assistance to ensure your well-being.
- **Work-Life Balance:** We offer flexible work options such as compressed working weeks, and potential hybrid work arrangements for eligible positions to encourage the right balance between work, life and play

At Northumberland County, you'll find endless opportunities for growth, a supportive team, and a

perfect balance between rewarding work and natural living —join us and make a difference in a place where your career and well-being truly matter.

How to Apply:

A valid Class G driver's license with a clean abstract and access to a personal vehicle is required. A 3-year uncertified driver's record obtained from Service Ontario must be submitted with your resume. Resumes submitted without an acceptable driver's abstract will not be reviewed.

When emailing your application, please indicate what source you found this posting in and please ensure your cover letter, résumé, and any other supporting documents are submitted in one file (preferably MS Word (.doc) or Adobe (.pdf)). Please also indicate in your cover letter your preferred method of contact: text, email, or phone call.

We invite you to submit your application **by 4:30pm on Friday, January 9, 2026, to:**

Human Resources
County of Northumberland
555 Courthouse Road
Cobourg, ON K9A 5J6
Email: hr@northumberland.ca

Please note that accommodations are available, upon request, to support applicants with disabilities throughout the recruitment process. Please e-mail your request to accessibility@northumberland.ca or call 905-372-3329 ext. 2327. Alternative formats of this job posting are available upon request.

Personal information collected through the recruitment process will be used solely for the purpose of candidate selection, in accordance with the Municipal Freedom of Information and Protection of Privacy Act.