



New Westminster Police Department

JOB POSTING Disclosure Specialist Full-Time

We're looking for an experienced police disclosure professional with excellent organizational and time management skills, who enjoys working with details, and can work closely with our team of Major Crime Detectives.

The NWPD is a mid-sized police department with over 200 employees. We are committed to having a professional and supportive workplace promoting employee equity, wellness, and fulfillment. We are a hard-working and welcoming team focused on doing great work and serving our community.

What your key role will be

As the Disclosure Specialist, you will be required to assemble, organize and consolidate electronic disclosure packages pertaining to criminal investigations for submission to Crown Counsel; ensure that formatting is comprehensible and in compliance with established protocols; liaise with and provide assistance to file coordinators and investigative teams in the development and review of file information throughout the investigative and court cycle; and perform other related duties as required. You will have a Supervisor available who will provide guidance, support and work alongside you when needed. Responsibilities include but are not limited to:

Attention to Detail: You'll be happiest when working with the details that support the bigger picture and you take great pride in rolling up your sleeves to get even the smallest of tasks done. You'll ensure that disclosure packages are in compliance with established protocols, as well as review case documentation and identify incomplete or inaccurate information.

Communication: You'll have excellent communication skills and the ability to convey information clearly and simply. As well, you are an active listener, who ensures you understand directions and information.

Major Case Management System: You'll have a working knowledge of the Major Case Management System and the processes involved in court disclosures, as well as the ability to follow police business rules related to major case management system disclosure.

Time Management: You'll manage your time and resources to ensure work is completed efficiently, with minimal supervision and in a time sensitive manner.

Team Player: You'll genuinely enjoy engaging with your teammates to get the work done. You believe in the importance of building and maintaining strong working relationships. You'll have a willingness to partner with and work alongside the police.

Planning and Organizing: You'll have strong organizational skills as well as the ability to adapt and manage multiple tasks and details in a fast-paced environment. You'll effectively and efficiently organize and assemble electronic disclosure packages in a comprehensible format.

What you bring to this role



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You will have experience and success in *many* of the following areas:

- You have completed Grade 12
- You have top-notch administrative and organizational skills, including advanced knowledge of Adobe, Word, and Excel
- You have previous police related experience and familiarity with police business rules related to major case management system disclosure (i.e. Disclosure Workflow Guidelines), or you can demonstrate an ability to learn complex business rules quickly and competently
- You have experience with police file management systems (E&R, Windows File Tree, PRIME MCM)
- You have experience with (or the willingness to learn) Police Records Information Management Environment (PRIME) and Digital Evidence Management System (DEMS)
- You are motivated, compassionate, and empathetic with a genuine desire to help others
- You support and promote a diverse, inclusive, and healthy workplace
- You can thrive in a fast-paced environment and navigate your priorities independently
- You can adapt to the dynamic needs of the position as well as the department
- You can navigate your role while exercising considerable confidentiality, tact, and diplomacy
- You can pass and maintain a security clearance, including a background check and polygraph

What we can offer you

- An exciting and challenging career
- Competitive salary and municipal pension plan
- Vacation time to foster a flexible work-life balance
- Option of hybrid work schedule with one of the following work week schedules: Compressed work week (4 days), Standard work week (5 days), or Standard work week plus Compressed Day off Bank
- Learning and development reimbursement
- Comprehensive extended health and dental benefits, group life insurance, employee and family assistance program, sick leave plan, and maternity leave top up to 6 weeks at 95%
- Access to onsite fitness facility, free staff parking, and transit subsidy
- Supportive leaders and co-workers who care about you and your family's health and wellness
- Centrally located in the lower mainland of British Columbia
- One block away from Columbia Skytrain Station
- A work environment giving you the ability to connect one-on-one with our staff, including police officers, civilian members, and senior leadership team

What we'll accomplish together

As a civilian member, working within a police department is a career like no other. It brings excitement, variety, and a challenge. The person you are, the work you will do, and the role you will play in this organization matters. You will



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become part of the NWPD family and join our group of diverse and talented people who truly want to make a difference.

If you are excited and curious to learn more about this opportunity, please apply – we would love to hear from you!

Job Title: Disclosure Specialist

Employment Status: Full-time

Application Deadline: Wednesday, January 21, 2026 at 8:00 a.m.

Number of Positions: One

Union: CUPE Local 387

Department: Criminal Investigation Section, NWPD

Salary: \$72,256 to \$85,071 (2024 rate) per year plus benefits;

Hours of Work: 40 hours per week. We offer flexibility to participate in the earned time off program or compressed work week, as well as the option to work a hybrid schedule once training and the probation period are successfully completed.

Career Centre: <https://nwpd.bamboohr.com/careers>

To support a workforce that reflects the diversity of our community; women, Indigenous Peoples, racialized individuals, persons of diverse sexual orientation, gender identity or expression (LGBTQ2S+), persons with disabilities, and others who may contribute to the diversity of our workforce, are encouraged to express their interest. New Westminster is on the unceded and unsurrendered land of the Halq'eméylem-speaking peoples. It is acknowledged by the City that colonialism has made invisible their histories and connections to the land. We are learning and building relationships with the people whose lands we are on. We thank all applicants for their interest and advise that only those selected for an interview will be contacted. This position is only open to those with Canadian Citizenship or Permanent Residency in Canada.