Contribute to the City of Hamilton, one of Canada's largest cities - home to a diverse and strong economy, an active and inclusive community, a robust cultural and dining scene, hundreds of kilometers of hiking trails and natural beauty just minutes from the downtown core, and so much more. Join our diverse team of talented and ambitious staff who embody our values of sensational service, courageous change, steadfast integrity, collective ownership and being engaged empowered employees. Help us achieve our vision of being the best place to raise a child and age successfully. #BeTheReason

- **Job ID #32329: Data Scientist - PH**
- **Union:** Non Union
- **Job Description ID #:** 7876
- **Close date:** Interested applicants please submit your application online at **www.hamilton.ca/city-council/jobs-city**by 4:00 p.m. on **December 9, 2026.**
- **Vacancy type:** This posting is for an existing vacancy
- **Internal applicants should apply with your work e-mail address.** External applicants are considered only after the internal posting process has been completed. Only applicants chosen for an interview will be contacted.

SUMMARY OF DUTIES

Reporting to the Director, Epidemiology & Wellness, the Data Scientist - PH works to develop, plan and implement plans to support the expansion and development of technology and open source initiatives within Hamilton Public Health. The position will be responsible for planning and implementing initiatives to support the use of future technology to increase program efficiency. The Data Scientist - PH is expected to stay current with the latest data science techniques, and industry trends. The incumbent will develop machine learning, automation or AI models (such as classification, regression, clustering, or deep learning models) to build predictive model for health trends. The Data Scientist - PH will be expected to work collaboratively within the City's structure with Corporate and PHS Information Technology partners, to architect infrastructure to support PHS with the development and implementation of machine learning algorithms and statistical models to identify patterns, trends, and insights and strengthen data governance.

The Data Scientist – PH provides staff leadership on multi-disciplinary project teams aimed at advancing use of technology within the organization. Works collaboratively with Hamilton Public Health' Senior Management team in the development of foundational information technology strategy, multi-year business plans and Public

Health Services priority setting. Develops, recommends, and provides professional advice with respect to policy, process management, business improvement.

The incumbent will have a demonstrated record of strong leadership and guidance, political acuity, strategic planning and technical competence, customer focus, project management, business planning, business process mapping, financial management, team building, change management, self-motivation and commitment to results and continuous improvement. The Data Scientist – PH communicates findings, model results, and recommendations to business teams or clients. The position will work closely with analysts, data engineers, product managers, and other stakeholders to ensure that AI models are successfully integrated into public health service delivery.

General Duties

Leads the development and implementation of a Data Strategy for Public Health.

Collaborates and consults with senior leadership, established experts, innovation leaders from other health units and the Ministry of Health, Public Health Ontario and Public Health Agency of Canada to solve particularly difficult, major, or unique problems.

Collaborates on automation projects and new innovations for Hamilton Public Health.

Leads the development and implementation of an AI competency development plan for Hamilton Public Health.

Leads the development / implementation and maintenance of a Public Health data governance strategy.

Develops and applies machine learning techniques within Hamilton Public Health.

Leads the development and coordination of a Public Health data warehouse and policy develop for data or AI.

Automate data pipelines and reporting processes.

Collaborate with epidemiologists and program teams.

Develop predictive models for health trends.

Support outbreak analysis and population health insights.

Conducts data analysis using typical tools (Python, SQL, R etc) as needed.

Provides guidance for data analysis and data visualization techniques to other Hamilton Public Health staff.

Modifies or changes broadly established methods and procedures within legislative boundaries.

Develops new solutions within existing practices and legislation to diverse and complex problems with conflicting requirements.

Seeks out, considers, and integrates the appropriate data, ideas, and experiences to make decisions and solve problems.

Prepares oral and written presentations to senior management, Board of Health, community, other health units and levels of government.

Reports regularly on the status of projects, milestone achievement, resource status, change and risk management.

Prepares recommendations and outlines preferred course of action.

Follows specific instructions, well-defined methods, and agency, division, and program policies and procedures as guidelines. Follows and complies with best practices, legislations, and guidelines, as directed by their professional regulatory body.

Ensures privacy guidelines are followed as per the Municipal Freedom of Information and Protection of Privacy Act and Personal Health Information Protection Act.

Represents Hamilton Public Health on relevant committees, agencies~~,~~ and in joint initiatives with other governmental, non-governmental and private sector organizations.

Represents, promotes, and advocates for Hamilton Public Health mandate as required.

Ensures operational compliance with all applicable legislation, policies, contracts, agreements, regulations and guidelines as applicable.

Works in accordance with the provisions of applicable Health and Safety legislation and all City of Hamilton Corporate, Public Health Services policies and procedures related to Occupational Health and Safety.

Performs other duties as assigned which are directly related to the responsibilities of the position.

QUALIFICATIONS

1. University Degree in Computer Science, Math or another quantitative related field with advanced demonstrated experience in statistics, big data, data manipulation or visualization.
2. Significant years of experience with strong knowledge of statistics and appropriate use of statistical methods and machine learning techniques.

3. Strong knowledge of and training in theories and principles of biostatistics and epidemiology is preferred.
4. Demonstrated working knowledge of basic tools such as R, SQL, and/or Python.
5. Demonstrated significant working knowledge of visualization tools and methods (Power BI, Tableau or equivalent).
6. Familiarity with cloud or modern data platforms.
7. Demonstrated report writing and database maintenance.
8. Strong analytical and problem-solving skills.
9. Ability to assist in infectious disease surveillance, health status reporting, disease outbreak or cluster investigation, as needed.
10. Ability to liaise with post-secondary institutions to conduct collaborative research initiatives, as required.
11. A high level of personal integrity and motivation, ability to be flexible and adjust to changing requirements, work with very tight deadlines and competing priorities, and excellent written and verbal communication skills are required.

NOTE: The successful candidate will be required to provide immunization records, which may include TB testing prior to the start of employment to meet the requirements of Policy HSW-01 Staff Proof of Immunity to Vaccine Preventable Diseases.

Disclaimer:
Be advised that Human Resources frequently audits resumes of internal/external applicants to ensure/validate information provided is consistent and trustworthy. Falsification of information provided at any time throughout the recruitment process may be grounds for disqualification, and for internal applicants, subject to discipline up to and including termination.

Terms:
The City is an equal opportunity employer that is committed to inclusive, barrier-free recruitment and selection processes. Consistent with our Values and Corporate Culture Pillars, the City of Hamilton is committed to providing equitable treatment to all with respect to barrier-free employment and accommodation without discrimination. The City will provide accommodation for applicants in all aspects of the hiring process, up to the point of undue hardship. If you have an accommodation need, please contact Human Resources as soon as possible to make appropriate arrangements.

Location - Hamilton, Ontario (Hybrid)
Department - Healthy & Safe Communities
Employment Type - Permanent, Full-Time
Compensation - $105,334.32 - $131,667.90

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