

The **Manitoba First Nations Police Service (MFNPS)** is seeking applicants for the position of:

Position: Criminal Intelligence Analyst (CIA)
Reports to: Staff Sargeant Criminal Investigations
Location: Headquarters, Brandon, MB
Hours: Full-Time



As a community-based organization, we focus on the seven teachings to guide us through our daily activities as well as our strategic initiatives. In all we do, we maintain a deep respect for First Nations customs and traditions and have built our processes and policies around these traditions.

The **Criminal Intelligence Analyst (CIA)** provides tactical and strategic Criminal Intelligence to support patrol officers and the Criminal Investigations Unit (CIU). The Criminal Intelligence Analyst supports strategic decision-making by highlighting criminal activities and trends as well as specific investigations from development through implementation to prosecution support. The CIA prepares reports with recent and relevant information for enforcement targets/projects/ ongoing criminal investigations. Criminal Intelligence will relate to areas of interest to the MFNPS, which may include organized crime groups, street gangs, and firearm trafficking. The CIA will work within the Analytics team and may be required to provide coverage for other Criminal or Business Intelligence Analysts.

QUALIFICATIONS

- Post Secondary education or equivalent experience.
- Valid Class 5 Driver's License.
- Ability to work legally in Canada.
- Ability to obtain and maintain a security clearance.

Preferred Qualifications and Requirements

- Post-secondary education in a relevant field is required, such as social sciences, economics, political science, criminology, criminal justice, or fields with a focus on statistical analysis and research methodologies.
- Strong organizational and multitasking skills.
- Excellent attention to detail and accuracy.
- An educational background in criminology or analytical fields (such as statistics, GIS, or data analysis), along with specialized training in crime and intelligence analysis, is considered a strong asset.
- Proficiency with electronic records management systems.
- Demonstrate analytical and research skills in open source and internal/or external reports.
- Knowledge of police service, regulations, and processes as they relate to crime would be an asset.
- Proficiency with analytics software.
- Strong verbal and written communication skills.
- Ability to perform with minimal supervision, exercise independent action and judgment in accordance with rules, regulations, policies, and procedures.

**Serve.
Protect.
Respect.**

Office: **204-856-5370**
Fax: **204-856-5389**

60132-A Highway 10
Brandon, MB R7A 5Y5

mfnp.ca
  

Specific duties shall include but not be limited to:

Support Strategic Decision Making

- Document the time, place and involvement of people in criminal activities.
- Identify intelligence gaps and appropriate strategies to fill them.
- Prepare regular and ad-hoc reports for leadership to support evidence-based decision making to counter illegal threats such as gang activities.

Support Criminal Investigations

- Assist officers in the development of projects to disrupt criminal activities, e.g. by preparing association matrices and link charts.
- Assist investigators in the execution of their duties, e.g. by presenting insights about illegal activities gained from open and access-controlled sources or analyzing the contents extracted from digital devices such as computers, phones, or location trackers.
- Collaborate with peers from other law enforcement organizations as required by investigations and illegal activities.
- Develops strategies into specific actions and plans, facilitates that appropriate member and resources act inter-connectedly.
- Assist officers and crown prosecutors bringing criminals into justice.

Support Patrol Officers

- Assist officers in the collection and reporting of criminal intelligence.
- Assist officers in the enforcement of court orders.
- Assist officers in proactive policing, e.g. regarding traffic enforcement or domestic violence.
- Quality control of MFNPS data bases including PROS records management system.
- Produce detailed, accurate and comprehensive reports.

Organizational Support

- Review, categorize, and submit Uniform Crime Reporting (UCR) data from the MFNPS to Statistics Canada.
- Respond to assistance requests from officers and leadership in a flexible and timely fashion.
- Maintain records and documentation to substantiate the accuracy and reliability of information.
- Develop and identify tools to enhance the intelligence available to officers within the MFNPS.
- Contribute to vetting the background of MFNPS recruits (professional staff and sworn members).
- Assist in preparing the Police Service Annual Report each year.
- Formulates and contributes content to the development and execution of the MFNPS Strategic plans.
- Responds to requests for program and procedure evaluation, identifies trends and makes recommendations to assist senior management.
- All other duties as assigned.

Required Competencies

Accountability and Excellence

- Aligns behaviours with organizational values: trust, integrity, leadership, inclusivity, collaboration.
- Upholds high standards of excellence in training and law enforcement duties.
- Demonstrates self-control and adaptability within challenging situations.
- Accepts responsibility for own actions and decisions.
- Ability to work with and protect sensitive information.

Decision Making

- Applies established guidelines and procedures to make informed decisions.
- Seeks guidance when necessary and involves relevant people in the decision-making process.
- Considers the impact of decisions on others and the organization.
- Promotes team goals and assists others.
- Gives credit and acknowledges contributions of peers.
- Communicates openly and builds trust with others.

Social and Cultural Competency

- Demonstrates professionalism, empathy, and objectivity in interactions.
- Shows respect for cultural diversity and engages effectively with people of various backgrounds.
- Commits to learning and applying the Seven Sacred Teachings in work.

Working Conditions

- Hours: Standard business hours (Monday through Friday, 8:30 am to 4:30 pm), with flexibility for occasional overtime or weekend work depending on project deadlines.
- Equipment and Tools: Access to modern office equipment (e.g. desktop computer, phone and necessary software (MS Office, MS Power BI, i2 Analyst Notebook) and databases (PROS, CPIC, CCIS, Hubstream)), ergonomic office furniture, and internet.
- Dress Code: Business casual attire.
- Health and Safety: Adherence to all safety protocols (i.e., ergonomic workstations, fire safety procedures, etc.).
- Team Dynamics: Ability to work independently as well as in a team, with regular check-ins and feedback sessions with management.
- Travel: Occasional travel may be required for regular duties, company events, cultural events, or conferences.
- Training and Development: Access to ongoing training and professional development opportunities to support career growth.

Compensation and Benefits

MFNPS offers competitive salary and benefits. Salary is dependent on skills and experience. Salary range: \$105,278.25 to \$121,174.20

The health benefits package and the registered pension plan are mandatory for all staff and will be in effect during the term of your employment. There is a 90-day waiting period.

As part of the hiring process an exam may be administered.

DEADLINE FOR APPLICATIONS: JULY 3rd , 2026, 15:00HRS

Only those selected for interview will be contacted.

A complete application package should include:

- Cover letter
- Resume
- 2 Written Letter of References
- Consent to Release (available on MFNPS website)

Please forward necessary documents to:

Human Resource Generalist

Manitoba First Nations Police Service

60132-A Highway 10, Brandon MB R7A 5Y5

Fax: (204) 856-5389, Email: humanresources@mfnp.ca

