



## **Specialisterne Canada is recruiting!**

**Specialisterne Canada specializes in working with businesses to hire people on the autism spectrum, or who face similar barriers to employment. Presently, Specialisterne Canada is working with employers looking to hire people with an interest or knowledge in the field of cybersecurity.**

Specialisterne Canada provides recruitment, staffing solutions and management support to businesses interested in employing the skills and talents of neurodiverse people. A different perspective or an alternative communication style can be a great asset to any employer, yet because of standard recruitment processes and management practices, many people face systematic barriers to accessing and maintaining employment. Our process is designed to avoid these barriers.

There is high demand for cybersecurity roles in Canada. Specialisterne is currently recruiting for roles with more than one employer in the Greater Toronto Area, as well as in other locations in Ontario or other provinces. Descriptions of the roles are provided below.

### **Role Descriptions**

#### **CYBER SECURITY ANALYST**

**Full-time**

**Canada-wide**

**Would you be interested in detecting and preventing cyber threats to the security of business systems? Does finding ways to block intruders to protect company information sound like something you would enjoy? If so, this role may be a good one for you.**

#### **Here is what you will do:**

- Work as part of a team of security specialists evaluating and analyzing cyber threats to systems, networks and data
- Continuously build and apply your knowledge of existing and emerging methods disrupting or breaching security measures
- Test system applications and infrastructure to find vulnerabilities
- Assess risk related to system security to be able to recommend remedies or solutions
- Investigate and conduct analysis to determine how and why system breaches occur

#### **In performing this role, you will:**

- Have an understanding of computer networking including Internet, mail, DNS and other protocols

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- Have a post-secondary degree, diploma or certificate or equivalent experience related to cyber security, networking, computer science or similar subjects
- Have knowledge or experience in networking as well as hardware, software, databases
- Apply your attention to detail in documentation and report writing

### **Nice to have:**

- Experience in Security Operations and working with security technologies such as Firewalls, IDPS, Vulnerability Management Systems (VMS), SIEM Platforms
- An understanding of how system breaches occur and the continuous changes in the cyber space
- C, C++, C#, Java or PHP programming languages
- Language: Bilingual (English & French)

## **SECURITY SYSTEMS ADMINISTRATOR**

**Full-time**

**Canada-wide**

**Would you be interested in the management and maintenance of the security of business systems? Does keeping systems secure through hands-on change management seem like something you would enjoy doing?**

### **Here is what you will do:**

- Work as part of a team of security administrators managing change requests to keep systems up to date and secure
- Upgrade, configure, implement, modify or otherwise manage security systems for internal or client networks, servers, or environments
- Test system applications and infrastructure to ensure changes are appropriately implemented
- Follow standardized and structured processes to perform administrative or maintenance tasks
- Carefully document completed work in order to ensure accurate and reliable records of system changes are maintained

### **In performing this role, you will:**

- Have an understanding of computer administration systems, such as servers, local area networks (LANs), wide area networks (WANs), intranets, firewalls, and other data communication systems
- Have a post-secondary degree, diploma, certificate or equivalent experience related to systems security, networking, computer science or systems administration
- Apply your knowledge or experience in networking as well as hardware, software and databases
- Apply your attention to detail in documentation and record keeping



## Nice to have:

- Linux or Unix system administration experience
- Language: Bilingual (English & French)

## The Recruitment Process

### Application

The first step in the recruitment process is for interested candidates to apply for the roles. This will involve completing an online questionnaire as well as submitting their resume to Specialisterne Canada. Instructions for applying are included below. Applicants will be shortlisted for participation in the next step based on a review of each online questionnaire and assessing the likelihood of fit for the roles for which we are recruiting.

### Employment Discovery Workshop

The next step in the Specialisterne recruitment process is an Employment Discovery Workshop. It is a hands-on, task-based experience where you will work on specific projects in a relaxed setting. It is an opportunity to learn about our approach to hiring, and for us to get to know you – what motivates you, your interests and your skills.

### Training Program

Candidates whose profiles are well-suited for the roles for which we are recruiting will be invited to participate in a four-week skills evaluation and training program on the employer's site. It will include case studies, real-life projects, as well as training relevant to the roles and working environment.

### Employment

Employment offers are made to the candidates with the best fit. Once accepted, the individuals will transition into their positions at the organization. Specialisterne Canada will provide support where necessary, which may include modifications to the work environment.

Those not selected can have their profiles added to our database for consideration for other more suitable job opportunities in the future.

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## To Apply

Please read the role descriptions carefully.

To apply and for more information on our recruitment process visit our website at [www.specialisterne.ca/opportunities](http://www.specialisterne.ca/opportunities).

Applications will be accepted on a rolling basis, meaning that there at this stage is no set deadline to apply and that Specialisterne will respond to applicants as the applications come in.

If you completed a Specialisterne questionnaire in the past, please do so again, as this one has been customized for this recruitment program.

If you have already attended a Specialisterne Discovery Workshop, wish to apply for one of these roles, please send an email to: [info@specialisterne.ca](mailto:info@specialisterne.ca)

## For More Information

Please direct any questions via email to [info@specialisterne.ca](mailto:info@specialisterne.ca). If you prefer to speak on the phone, send us an email and we will schedule a call.

For more information about Specialisterne, visit our website [specialisterne.ca](http://specialisterne.ca).

We look forward to hearing from you!