**Careers in Data Science - Post-Secondary Recruitment**

**Reference number:** PSC22J-028082-000011
**Selection process number:** 22-RP/PSR-PSC-INV-EC

Public Service Commission of Canada on behalf of the Data Science Community of the Government of Canada
Various locations
EC-03 - Managers have the flexibility to staff other Data Science classifications and levels with this process
$62,168 to $85,778 (Plus paid vacation, an attractive benefits package, and a pension plan)

For further information, please visit the [Government of Canada’s website](http://www.canada.ca/en.html)

NEW: GCWiki page to register for information sessions and further info about this procress: [Data Science](http://wiki.gccollab.ca/Recruitment_Campaign_for_Data_Scientists_%E2%80%93_%28Information_Page_for_Candidates%29)

Do you need assessment accommodation? [Find out more!](http://www.canada.ca/en/public-service-commission/services/assessment-accommodation-page/the-basics-of-assessment-accommodation.html)

Need help with your application? [Check our video!](http://www.youtube.com/watch?v=0GW7P3g9hhI)

**Closing date: 30 November 2022 - 23:59, Pacific Time**

**Who can apply:** Persons residing in Canada, and Canadian citizens and Permanent residents abroad.

[**Apply online**](https://emploisfp-psjobs.cfp-psc.gc.ca/psrs-srfp/applicant/page1710?careerChoiceId=1870237&psrsMode=2)

**Important messages**

This job posting is a government-wide recruitment initiative for Data Science positions across the federal public service.

Are you interested in a job where you will be responsible for improving the lives of Canadians? If you are, look no further! Join the federal public service to work on deriving meaningful and actionable insights from the vast amount of collected data. Here in the Government of Canada, we work on projects ranging from artificial intelligence, machine learning and Big Data analytics to initiatives that assess, modernise and improve the efficiency of services we provide to Canadians.

Your options in the Government of Canada are vast - Chief Data Office, experimentation teams, cyber defence or policy, learning teams and more. Here you will have an opportunity to deliver country-wide change by working on inspiring projects and with amazing, intelligent professionals, while growing in your career.

INFORMATION SESSIONS ON HOW TO APPLY

Register now for our upcoming information sessions to learn about how to apply and the recruitment process. You will also hear directly from data scientists about their career path.

Visit our GCWiki page (see link in text box above) to register for an information session, for more information on our recruitment campaign and on what to expect once you have applied.

You will also find:

• An accessible copy of the job advertisement
• Descriptions of Data Scientist positions across the Government of Canada
• Updates on the process, including assessments and the matching events
• Frequently asked questions

This page will be updated throughout the process, even after the deadline to apply. We encourage you to save the link and check back often.

Candidates who pass all assessment stages will be invited to matching events, to meet with hiring managers for positions related to their interests and experience, as detailed in their online application.

By applying to this process, you consent to your personal application-related information being shared with other government organizations in the event that they ask for it, in order to consider your application.

When you apply to this selection process, you are not applying for a specific job, but to an inventory for future vacancies. As positions become available, applicants who meet the qualifications may be contacted for further assessment.

**Work environment**

Canada’s Public Service is recognized as a world class public service. Through this one employer:

• you will have access to a variety of opportunities across the country that offer training and career advancement;
• you will have access to work-life balance through a flexible work environment, excellent benefits and competitive salaries;
• you will be able to put your calling to work and have an impact on your community through your contribution and the quality of your work.

**Intent of the process**

This process is intended to recruit candidates interested in careers in data science in the federal public service. As positions become available, applicants who meet the qualifications may be contacted for further assessment.

**Positions to be filled:** 30

**Information you must provide**

Your résumé.

**In order to be considered, your application must clearly explain how you meet the following (essential qualifications)**

EDUCATION

Degree (minimum baccalaureate) already obtained or that will be obtained no later than June 30, 2023 from a recognized post-secondary institution with specialization in Economics, Sociology or Statistics.

The specialization is obtained by completing a minimum of two courses in economics, sociology, or statistics. The specialization may also be obtained through an acceptable combination of education, training and/or experience.

Proof of education and specialization (transcript) will be requested later in the recruitment process.

[Degree equivalency](https://www.canada.ca/en/public-service-commission/jobs/services/gc-jobs/degree-equivalency.html)

EXPERIENCE

• Experience working with structured or unstructured data, for example in data extraction, validating, processing, cleaning, managing, categorizing, visualizing, and analyzing.
• Experience using quantitative statistical data analysis methods and software. Examples include Python, R, C++, JavaScript, SQL, SAS, SPSS, Ruby, MATLAB, Stata, etc.
• Experience in summarizing empirical findings and presenting insights in a report, dashboard, or other technical document.

Please note that experience will be assessed in terms of the depth and breadth of activities, the complexity and diversity of work handled as well as the level of autonomy demonstrated. Also note that relevant experience can be gained through the course of your school or university work or projects, volunteer activities, and/or paid work.

**The following will be applied / assessed at a later date (essential for the job)**

Various language requirements
English Essential, French Essential, Bilingual Imperative – BBB, Bilingual Imperative – CBC

Feel free to apply and communicate with us in English or French.

[Information on language requirements](https://www.canada.ca/en/public-service-commission/jobs/services/gc-jobs/language-requirements-candidates.html)

**Second Language Writing Skills Self-Assessment**
In order to help you decide if you should apply to a bilingual position, an optional self-assessment of your writing skills in your second official language is available for you to take before completing your application.

For more information, please consult:
[Unsupervised Internet Test of Second Language Writing Skills](https://www.canada.ca/en/public-service-commission/services/staffing-assessment-tools-resources/human-resources-specialists-hiring-managers/unsupervised-internet-testing/unsupervised-internet-test-second-language-writing-skills.html)

COMPETENCIES

• Ability to communicate effectively in writing
• Ability to work effectively with others
• Analytical thinking
• Ability to uphold privacy standards and code of ethics

**The following may be applied / assessed at a later date (may be needed for the job)**

Candidates MAY be required to meet ONE OR MORE of the following qualifications, depending on the requirements of the specific position being staffed as they may be deemed as either an essential or asset qualification. You do not need to possess all the experiences and education listed below to qualify for this recruitment campaign.

• A graduate or post-graduate degree or diploma from a recognized post-secondary institution in statistics, mathematics, data science, data analytics, business analytics, computer science, computer engineering, applied finance, software engineering, artificial intelligence, or machine learning
• Experience using machine learning or artificial intelligence techniques in the context of natural language processing, text data, numerical data, image data or automation of information extraction from PDF files
• Experience building data processing pipelines components in the context of text data, numerical data or image data
• Experience with Data Engineering, Automation, and Data Pipelines creation
• Experience in creating, optimizing and deploying data pipelines in cloud infrastructure (e.g. working with databases and tools such as Kubeflow, Kubernetes, and Continuous Integration/Continuous Deployment tools)
• Experience developing, validating or operationalizing supervised and unsupervised machine learning models (e.g. working with MLOps tools such as MLFlow and Seldon Core)
• Experience with Business Intelligence tools (e.g. Tableau, PowerBI, etc.)
• Experience developing model testing and validation frameworks
• Experience using a version control system to manage coding projects (e.g. GitHub, GitLab or Teams Foundation Server)
• Experience with spatial analysis or exposure to Geographic Information Systems or Geospatial data
• Experience with a high-performance computing infrastructure such as cloud computing services (Azure, AWS)
• Experience with technical task management and project management using methodologies such as Minimum Viable Product (MVP), Lean Startup or Agile
• Experience with Web-development and front-end development in HTML, CSS, JavaScript, D3, etc.
• Experience with Privacy, Cryptography or Security related to Data Science

ORGANIZATIONAL REQUIREMENTS - Selection may be limited to members of the following Employment Equity groups: Aboriginal persons, persons with disabilities, visible minorities, women.

**Conditions of employment**

This position requires Reliability Status security clearance - Secret clearance may be required for some positions.

Other conditions of employment may be required depending on the specific requirements of the various positions to be filled.

**Other information**

The Public Service of Canada is committed to building a skilled and diverse workforce that reflects the Canadians we serve. We promote employment equity and encourage you to indicate if you belong to one of the designated groups when you apply.

[Information on employment equity](https://www.canada.ca/en/public-service-commission/jobs/services/gc-jobs/employment-equity.html)

Creating an environment where diverse perspectives are valued begins with self-declaration. Count yourself in and self-declare in the Employment Equity section of the online application process by identifying which employment equity group(s) you belong to: https://www.canada.ca/en/public-service-commission/jobs/services/gc-jobs/employment-equity.html

ABOUT THE ASSESSMENT PROCESS
Your resume may be used as a secondary source of information to validate your answers to the screening questions. Make sure you provide detailed responses to the screening questions to be matched with the best job for you.

You will be assessed to ensure that you meet the qualifications of these positions. This includes a review of the information from your resume and screening questions that you provided in this application and will also include a take-home exam. Depending on the position being staffed, certain operational requirements or conditions of employment could apply (e.g. security clearance, shift work, location, etc.).

When managers consider you for a specific position, they may ask for more information before making a final decision.

ACCOMODATION MEASURES
Accommodation measures are designed to remove barriers to a fair assessment and allow candidates to fully demonstrate their competencies. For additional information regarding assessment accommodation, please consult: https://www.canada.ca/en/public-service-commission/services/assessment-accommodation-page.html.

At every step, from the application process to the end of the assessment process, accommodation measures or adjustments are available to you. Examples include accessible environments, different formats, larger fonts, adaptive technology, extra time, individual testing, and more.

To request accommodation measures or adjustments, and for any question about the process, contact us at cfp.rpadaptation-psraccommodation.psc@cfp-psc.gc.ca. Any information you provide in relation to accommodation requests will be kept confidential.

**Preference**

Preference will be given to veterans first and then to Canadian citizens and permanent residents, with the exception of a job located in Nunavut, where Nunavut Inuit will be appointed first.

[Information on the preference to veterans](http://www.canada.ca/en/public-service-commission/jobs/services/gc-jobs/canadian-armed-forces-members-veterans.html)

**We thank all those who apply. Only those selected for further consideration will be contacted.**

**Contact information**

**Post-Secondary Recruitment Team**

cfp.rp-psr.psc@cfp-psc.gc.ca

#EmploisGC / #GCjobs

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