

Cybersecurity Analyst

Position Status:	Temporary Assignment (13-months contract)
Positions:	1
Posting Status:	Open
Location:	(On-site) 26 Prince Andrew Place, Toronto, Ontario M3C 2H4 (Don Mills and Eglinton)
Salary Band:	\$84,478 to \$124,487
Hours of Work:	36.25 per week
Posting Date:	March 24, 2026
Closing Date:	March 30, 2026

Who we are

The Office of the Chief Electoral Officer (Elections Ontario) is an independent, non-partisan office of the Legislative Assembly of Ontario, responsible for administering provincial elections, by-elections, and referenda across the province.

At the heart of our work is a commitment to democracy—making voting easy and accessible for all electors, while maintaining the integrity, security, and transparency of the electoral process.

Join our team

The Cybersecurity Analyst will play a vital role in supporting EOs cybersecurity journey in governance and risk management. A results-driven individual to take ownership of cybersecurity training, manage phishing simulations, conduct risk assessments, maintain the cyber risk register, and support incident response and vulnerability management.

What to expect

Reporting to the Senior Manager, Cyber Security, you will:

- Lead and support risk management, third party risk assessment, vendor security reviews and due diligence. Maintain risk register.
- Conduct risk assessments for applications, infrastructure, cloud environments and 3rd party services in partnership with internal/external stakeholders.
- Develop and deliver security awareness programs, training, phishing tests, and metrics.
- Provide security advice and consulting with internal stakeholders.

- Support incident response and vulnerability management as backup resource.
- Report on security activities, issues, resolutions and accompanying metrics.
- Research emerging risk and recommend preventive strategies for improvements.

What you need to qualify

- 5+ years' experience as a Cybersecurity Analyst or equivalent, with demonstrated expertise in risk assessment methodologies, security best practices, developing and executing awareness programs.
- Demonstrated knowledge of IT infrastructure and applications (endpoint hardening, networks, applications risk assessment and Azure cloud).
- Strong understanding of evolving threats (e.g. zero-day exploits, ransomware, AI-enabled attacks).
- Strong written and verbal communication skills to explain technical concepts clearly.
- Effective consultation, relationship management, analytical and problem-solving skills.
- Must be legally eligible to work in Canada.

The successful candidate must be able work in-office five (5) days per week.

The successful candidate will be required to complete a criminal background and social media checks as part of the recruitment process.

How to apply

Our recruitment process reflects our mission to uphold the integrity and accessibility of the electoral process and to manage elections in an efficient, fair, and impartial manner. We offer career growth opportunities and a competitive rewards program.

Submit your resume using format: **#EO-2026-48, First last name**, no later than 4PM, March 30, 2026, to jobs@elections.on.ca.

We thank all applicants for their submission. Only those candidates selected for an interview will be contacted.

How to request an accommodation

Elections Ontario is an equal opportunity employer. We are committed to fostering an inclusive, equitable and accessible environment, where all employees feel valued, respected, and supported.

Under the [Accessibility for Ontarians with Disabilities Act](#) and the [Ontario Human Rights Code](#), we provide accommodations to applicants with disabilities throughout

the recruitment and selection process. If you require a disability-related accommodation to participate, please call 1-888-668-8683, send a fax to 1-866-714-2809, TTY at 1-888-292-2312 or email hr@elections.on.ca.