



PLEASE POST & CIRCULATE IMMEDIATELY

July 10, 2026

Research Officer – Indeterminate

The Customs and Immigration Union (CIU) is seeking to hire a full-time Research Officer on an indeterminate basis. An ability to read and communicate in French (orally and in writing) will be considered an asset.

Under the direction of the National President and guidance of the first National Vice-President, this position provides advisory and research support to the Executive Office, Communications and Political Action on topics/emerging trends that impact the CIU membership.

The Research Officer provides research support to the Labour Relations Officers by conducting research and analyses of relevant legislations, jurisprudence, case law and collective agreements.

The Research Officer leads and supports the planning, execution, and delivery of assigned research projects applying advanced methodologies to analyze, synthesize, and interpret complex, sensitive, and sometimes incomplete data. This role requires critical thinking, initiative, discretion, subject-matter expertise and the ability to navigate complex challenges while working towards a clear deadline.

QUALIFICATIONS:

- Post-secondary degree in Economics, Data Science, Political Science, Industrial Relations, or Public Administration or related disciplines accompanied with certification from an accredited Research Association or an equivalent combination of education, training, and experience.
- Minimum 7-10 years of relevant experience in a senior research, policy analysis, or labour relations role, with demonstrated experience managing complex research projects.
- Advanced research and analytical skills with proficiency in using data analysis tools (e.g., Excel, SPSS, NVivo, R, or Python etc.) to analyze, evaluate, interpret, and synthesize complex, sensitive, and/or incomplete data while maintaining analytical rigor.
- Demonstrated ability in staying current with analytical software, relevant legislation, policy frameworks and developments within the field of research and analysis.
- Knowledge of the CIU and PSAC political, social, and regulatory landscape as well as comprehensive knowledge of trade unions, equity principles and the broader labour sector.
- General knowledge of the CBSA and the Acts, regulations, legislation, directives, policies and procedures that govern the employment and working conditions of CIU members.
- General understanding of the economic, social, political, and labour issues affecting the labour sector and specifically CIU members.
- Strong project management skills and ability to plan and manage a specific complex research project within a determined timeline.
- Experience working with classified information, requiring a high level of discretion, integrity, and understanding of confidentiality requirements.
- Strong written and oral communication skills in English with experience producing reports for senior decision-makers. An ability to read and communicate (orally and in writing) in French will be considered an asset.
- Ability to work independently to meet assigned deadlines.

SALARY:

Band 10 - \$112,486 to \$127,049 plus \$1,750 bilingual bonus per year.

Terms and conditions of employment apply as negotiated between CIU and the Alliance Employees Union (AEU), Unit 15.

LOCATION:

The position may work remotely or in office, as required.

Priority for this opportunity shall be accorded as follows: Employees of the CIU National Office; Members of the Alliance Employees Union (AEU); other PSAC unionized employees; Members of CIU; Members of the Public Service Alliance of Canada; Members of the general public. Please note that only applications from individuals residing in Canada will be considered.

CIU is committed to employment equity and seeks to ensure a representative workforce. We encourage applications from members of equity groups (women, racialized people, Aboriginal people, people with disabilities and members of the LGBTQ2+ community).

All applications will be reviewed by a staffing board. The board's determination for a personal interview will be based on the contents of the application. It will be the responsibility of applicants to include evidence of required qualifications when applying. No travel expenses will be reimbursed by CIU.

IMPORTANT INFORMATION REGARDING THE SUBMISSION OF APPLICATIONS AND THE STAFFING PROCESS

1. Applicants must submit a letter of intent explaining how they meet the qualifications and must provide an updated resume.
2. Please indicate in your letter of intent whether you are a member of the AEU or the PSAC and, if so, to which Component or DCL you belong.
3. All applications must be submitted by email to Mark Weber at the following email address: mark.weber@ciu-sdi.ca. Please specify "CIU – Research Officer" when submitting your application.
4. Applications will be received until close of business on **July 31, 2026 (5:00 p.m. ET)**.
5. Exams and/or interviews will be held shortly thereafter.

Customs and Immigration Union
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