

Security and Detections Engineer

Permanent, Full-time

At United Way of Calgary and Area, we believe that united, we make the biggest difference. We're strongest when we come together to improve local lives and communities—and when we come together as a team, we passionately propel our mission forward. We're currently looking for a Security and Detections Engineer to join our team.

Reporting to the Manager, IT Operations, the Security and Detections Engineer is a key member of the team responsible for protecting United Way of Calgary and Area's digital infrastructure, data assets, and information systems. This role will develop and implement security monitoring, threat detection, and incident response capabilities while ensuring compliance with privacy regulations and funder requirements. Working closely with the IT Operations team, this position plays a critical role in safeguarding donor data, agency information, and organizational systems as UWCA expands its use of AI and cloud technologies.

This role is ideal for candidates seeking hands-on experience across the full spectrum of cybersecurity operations, project work, and strategic planning within a highly collaborative team. You will have the opportunity to work directly with leadership, influence technology direction, and build skills beyond traditional SOC analyst roles.

If you are passionate about your community, aspire to make an impact, thrive in a fast-paced environment, and want to make a difference, then we're looking for you!

What you will do

Security Operations & Monitoring

- Monitor and analyze security alerts using Microsoft Defender, Sentinel, and related SIEM tools
- Conduct security event triage, investigation, and incident response
- Participate in complex incident investigations and root cause analysis
- Perform vulnerability assessments and coordinate remediation efforts
- Manage endpoint detection and response (EDR) across organizational devices
- Maintain, tune and optimize security tooling configurations and alerting rules

Governance & Compliance

- Assists in the development, documentation, and enforcement of security policies and procedures
- Supports compliance with privacy legislation (PIPA, PIPEDA) and funder requirements
- Conducts security awareness training for staff and volunteers
- Assess vendor and third-party security practices
- Maintain security documentation and report to leadership on security posture

AI & Cloud Security

- Collaborate with IT leadership to refine priorities, and evaluate emerging threats and technologies
- Configure and monitor security for Microsoft 365, Azure, and Salesforce platforms
- Support secure implementation of AI tools including Microsoft Copilot and Salesforce AI
- Monitor for data exposure risks associated with AI and automation platforms

What you will bring

Experience:

- Bachelor's degree in Computer Science, Information Security, or related field
- 2-3 years of experience in cybersecurity, information security, or IT security operations
- Hands-on experience with Microsoft security stack (Defender, Sentinel, Entra ID)
- Working knowledge of SIEM/SOAR platforms and security monitoring tools
- Understanding of network security fundamentals, firewalls, and endpoint protection
- Familiarity with cloud security principles (Azure, Microsoft 365)
- Microsoft Security certifications (SC-200 Security Operations Analyst, AZ-500 Azure Security Engineer, or SC-900 Security Fundamentals)
- CompTIA Security+ or working toward CISSP certification
- Experience with Canadian privacy legislation (PIPA, PIPEDA) in nonprofit or mission-driven organizations is an asset
- Demonstrated ability to work independently and take ownership of projects from conception to completion

Attributes:

- Strong analytical and problem-solving skills with attention to detail
- Excellent communication skills—able to translate technical concepts for non-technical audiences
- Self-motivated learner with curiosity about emerging threats and security technologies
- Collaborative team player who thrives in a small, agile IT environment
- Comfortable balancing multiple priorities and adapting to changing requirements
- Commitment to continuous learning and professional development
- High degree of integrity and ability to handle confidential information

Work Environment

Our team values the flexibility that hybrid work offers, while also recognizing the importance of in-person collaboration. Our office is located in Calgary and employees are expected to work in the office on Tuesday, Wednesday and Thursday. Our hybrid approach strengthens our culture of collaboration, innovation and learning while being flexible where possible.

United, we make the biggest difference

United Way is a not-for-profit organization that has played a vital role in our community for 85 years. As a social impact organization, our mission is clear: we mobilize communities for the common purpose of working together to create lasting social change.

In addition to meaningful work where you can have an impact, United Way also offers a comprehensive



compensation, benefits and time off package, a hybrid work environment, and a variety of professional development opportunities.

Our Commitment to an Inclusive Culture

We are committed to creating an inclusive culture where everyone feels valued and respected, and that reflects the diverse community we serve. We welcome applications from all qualified candidates and encourage candidates with diverse backgrounds, experiences, styles, and abilities to apply. If you require accommodation at any stage of the hiring process, please let us know.

To Apply

Send **cover letter, resume and salary expectations** by 4:00 pm May 26, 2026, to hr@calgaryunitedway.org

Subject Line: Security and Detections Engineer - Your Name.

To learn more about the United Way of Calgary and the Area, please visit our website at www.calgaryunitedway.org.

We thank all applicants for their interest and effort in applying for this position, however, only those being considered will be contacted.