

Clinical/Forensic Psychologist

Salary:

\$120,463 to \$141,723

Closing Date:

2025-08-31

Classification :

UNI-10

About CSE

The Communications Security Establishment (CSE) is Canada's agency responsible for foreign signals intelligence, cyber operations and cyber security. Learn more about our mission.

CSE is committed to fostering a culture of equity, diversity and inclusion. This isn't just an ideal, it's crucial to our mission. Find out about [our workplace culture](#), including our [diversity and inclusion](#) initiatives.

Become part of our team and you'll understand why [CSE is the most important organization you've never heard of](#).

Job summary

You will perform psychological assessments on potential hires and current employees by administering and interpreting standardized psychological tests and conducting psychological interviews. You will write psychological assessment reports to determine suitability and organizational fit, to establish psychological readiness and/or to provide advice and recommendations.

Salary

To find out more about our salary scale, vacation allowances and benefits (health, dental & pension plans, etc.) visit the [Compensation page](#) on our website.

Area of selection

Open to Canadian citizens.

Location

The majority of our jobs are in Ottawa, Ontario. CSE has [two accessible facilities](#). Flexible work arrangements, including telework for a portion of the work week, may be possible.

Conditions of employment

An Enhanced Top Secret (ETS) security clearance is a condition of employment that must be met before an offer can be made. More information about [our hiring and security processes](#) can be found on our website.

Essential qualifications

In order to be considered, your cover letter must clearly explain how you meet the following education and experience requirements.

Education

- Hold a master's or doctoral degree in psychology from a recognized university with a specialization in clinical or forensic psychology
- Be an active member of the College of Psychologists of Ontario, the Order of Psychologists of Quebec or in your province of residence and be authorized to practice independently, as a psychologist, in the field of forensic or clinical psychology.

Experience

- Conducting psychological assessments with adults, including experience in assessing personality, emotional and behavioral functioning and psychopathology.
- Administering and interpreting standardized psychological assessment instruments (ie. MMPI-2; MMPI-3 MMPI-RF, PAI, NEO-PI)
- Writing psychological reports and communicating psychological assessment results in a clear, concise and professional manner.

Official language requirements

English essential OR

Bilingual imperative: CCC/CCC

Competencies

The following technical, behavioural and leadership competencies will be assessed at a later date. You do not need to include information about them in your application.

Technical competencies

- Knowledge of Clinical Psychology (Psychopathology, Mental Health Issues and Treatment)
- Knowledge of Methods Related to Individual Psychological Assessment of Adults
- Consultation Services, Communication and Education on Psychological Indicators and Behavioural (*which may pose a Risk for the Organization*)

Behavioural competencies

- Accountability/Autonomy
- Cognitive Thinking Skills
- Interactive Communication
- Working in a Team

Leadership competencies

- Achieving Results
- Collaboration
- Integrity, Respect & Awareness

Assets

Assets are “nice-to-have” expertise and skills we’re interested in.

Please demonstrate on your application if you meet or possess the asset experience listed below.

Asset experience (may or may not be invoked)

- Completing psychological assessments that are relevant to personnel selection in a high security environment.

How to apply

You may submit your candidacy online by selecting “Apply” at the top or bottom of this page.

If you cannot apply online or have a disability preventing you from applying online, please inform us by email at careers-carrieres@cse-cst.gc.ca prior to the closing date of this hiring process.

Important information

We ask you to not discuss your application with others (including on social media) besides your partner, or close family members - who should also be reminded about the need to be discreet.

Assessments of candidates are conducted in the official language of their choice.

To address CSE's current representation gaps, priority may be given to persons who self-declare as belonging to one, or more, designated employment equity groups: women; Indigenous peoples, including First Nations who are status, or registered and non-status, or non-registered, Inuit and Métis; persons with disabilities, including people with a mental health condition and neurodivergent people; and persons from racial or ethnic groups.

Please note the [Employment Equity Act](#), which is under review, uses the terminology Aboriginal peoples and visible minorities.

CSE offers an assessment process that will accommodate any reasonable measures you require to be assessed in a fair and equitable manner. Those measures are available to all candidates during our processes. Information you provide will be addressed confidentially.

All communications with CSE relating to this process, including email messages and telephone conversations, may be used in the assessment of qualifications.

The intent of this process is to fill vacant positions at CSE. The process may also be used to establish a pool of qualified candidates which could be used to staff similar or identical positions with various tenures.

Due to the nature of CSE's mandate certain roles may expose employees to content that is difficult to process. Mental health is a priority at CSE and if any personnel feel they require assistance to preserve their mental wellbeing, they have access to services, tools and other resources to help them in both their personal and professional lives.

Please note that in an effort to maintain balance between employee development and business needs, candidates who are hired at CSE must remain in their substantive position for a minimum of twelve (12) months subject to operational requirements.

We thank you for your interest in CSE. However, only those selected for further consideration will be contacted.