



TWO DECADES OF MUTUAL SECURITY
THROUGH PARTNERSHIP

JOB OPPORTUNITY

The Caribbean Community (CARICOM) Implementation Agency for Crime and Security (IMPACS) established by Heads of Government, is seeking suitably qualified individuals to fill the following position at its sub-agency, the Joint Regional Communication Centre (JRCC), with assigned duty station in Barbados:

OPERATOR / ANALYST

OPEN TO ALL CARICOM NATIONALS

JOB SUMMARY

Provides accurate and timely analysis of law enforcement and border security information for dissemination to authorized regional and international Agencies, supporting the Operations Supervisor in decision-making and enhancing the Agency's intelligence and security objectives.

DUTIES AND RESPONSIBILITIES

- Provide the Operations Supervisor with prompt, accurate feedback and briefings on real time or near real time tactical and operational information in support of border security and law enforcement operations.
- Monitor and interrogate regional and international databases and information-sharing systems, including watchlists and case management platforms, to identify persons of interest.

- Coordinate with regional and international law enforcement, border security and intelligence agencies to support investigations, operational requests and exchange information.
- Provide the Operations Supervisor with timely, accurate feedback on analysed data and emerging trends during and at the end of each shift.
- Ensure the timely, accurate update and quality assurance of the various databases and logs located at the Centre.
- Analyse and evaluate identified or potential problem areas risks and trends and submits written reports and recommendations.
- Apply open-source intelligence (OSINT) and other lawful research techniques to corroborate and enrich operational information.
- Create, update and manage watchlist records and ensure timely dissemination of hit notifications and intelligence referrals to Member States and international partners in accordance with established Standard Operating Procedures (SOPs).
- Provide objective and quantitative findings and recommendations in which operations can be improved.
- Escalate anomalies, data discrepancies or potential security incidents to the Operations Supervisor in a timely manner.
- Maintain strict adherence to the Centre's Standard Operating Procedures (SOPs), data protection requirements and confidentiality protocols.
- Participate in training, drills and continuous professional development to maintain proficiency in analytical tools and techniques.
- Contribute to the preparation of shift handover briefs and statistical/management reports.
- Participate in the onboarding of newly assigned Operator/Analysts and contributes to their Performance Appraisal for the onboarding/probationary period, in coordination with the Operations Supervisor.
- Conduct data analysis across various operational data sets and produces analytical reports and data visualizations to support border security and law enforcement decision making.
- Review and facilitate requests from Member States containing biographical data of persons to be security vetted against the information in the Agency's holdings.
- Prepare various reports.

- Undertake other duties which may arise or as may be delegated from time to time, appropriate to the grade of the post.

QUALIFICATIONS, SKILLS AND EXPERIENCE

- Bachelor's Degree in Business Administration, Security Management, Public Administration from a recognised University or Institution and/or any equivalent combination of knowledge, expertise or courses obtained in law enforcement.
- At least five (5) years' experience in law enforcement, for example, Military, Police, Customs, and Immigration or any other reputable institution.
- Considerable knowledge of, and demonstrated ability to use, Microsoft Office Suite particularly Microsoft Excel, including advanced data analysis, pivot tables, charts and data visualization techniques.
- Demonstrated experience in OSINT tools and network analysis.
- Ability to gather, analyze and evaluate facts and to prepare and present concise oral and written reports.
- Ability to multi-task and handle a high volume of work and function in a fast-paced environment.
- Ability to effectively prioritize and execute tasks in a high-pressure environment.
- Ability to perform duties on a rotating shift basis to support continuous 24-hour operations.
- Excellent written, verbal communications and presentation skills.
- Excellent analytical, critical thinking and problem-solving skills.
- Excellent interpersonal and teamwork skills.
- Ability to maintain a high level of confidentiality and integrity.

LOCATION

This position will be based at IMPACS' sub-agency, the JRCC, located in Barbados.

WORKING HOURS

Required to work rotating 12-hour shifts in accordance with the operational roster to support 24/7 operations.

SUBMISSION OF APPLICATIONS

All applications are to be received by CARICOM IMPACS no later than **29 AUGUST 2026** and **must include:**

- Nationality
- Work experience
- Educational qualifications
- Summary of professional skills,
- **The contact information of three professional references who are familiar with your work or education**
- Any other relevant information

Please send all applications to any of the following:

- **Recruitment Portal:**
<https://www.caricomimpacs.org/vacancies/internal>
- **Mail:**
Executive Director
PO BOX 4585
PORT-OF-SPAIN
TRINIDAD AND
TOBAGO

IMPORTANT NOTICES

Online applications are strongly encouraged.

To facilitate the efficient processing of applications, applicants are kindly requested to submit their application through Recruitment Portal. Please refrain from sending duplicate applications via multiple platforms or communication methods.

CARICOM IMPACS thanks all applicants interested in working at the Agency. However, ONLY shortlisted candidates will be contacted.