

Located an hour east of Toronto, the thriving Southeastern Ontario community of Northumberland County has a rich history of agricultural production, world-class manufacturing, and economic viability. As the upper tier of municipal government, we weave together seven diverse yet complementary municipalities.

Currently, we are looking to fill the following vacancy:

Manager, Cybersecurity

Permanent, full-time position

Salary: \$108,709.00 - \$135,881.00 based on a 35-hour work week

Reporting to the Associate Director of Information Technology, the Manager of Cybersecurity will be responsible for A-to-Z operations of the Cybersecurity program at Northumberland County. This individual will spearhead the design, development, implementation, and evaluation of the processes, procedures, and service level agreements (SLA) required to roll out a Cybersecurity Program for the County and its partners in the region.

The ideal candidate has relevant experience and education in the field of Cybersecurity, has experience with developing, managing, and administering Cybersecurity program for organizations that can be scaled and replicated, has a good understanding of the shared services framework and is able to develop regional shared service programs and services to address growing cybersecurity demands.

Qualifications & skills:

- Post-secondary degree or diploma in Computer Sciences and/or 5 years of relevant experience or equivalent combination of training and experience.
- Minimum five years of applicable experience in developing /administering/managing Cyber Security/Information Security programs including awareness of applicable security technologies/solutions, cloud security concepts, vulnerability/configuration management, security operations, and security architecture.
- Experience with building business cases, developing value-driven IT services, using data systematically to assist decision-making and tracking progress, building outsourcing vs collaborative operating models and developing strong relationships with key internal and community stakeholders.
- Experience with developing and supporting the management of the Cybersecurity program budget.
- Knowledge of the regional municipal landscape in and around Northumberland County will be considered an asset.
- Possesses a working knowledge of frameworks including CIS, ISO 27001, and NIST CSF.
- Knowledge of cybersecurity principles, including conducting risk assessments, threat and vulnerability management, incident response, and identity and access management.
- Excellent interpersonal communication, documentation, presentation, analytical and critical thinking skills, and the ability to identify needs and take initiative.
- Experience in effectively communicating and translating Cyber Security, IT, and risk concepts to all audiences in an easily understood and actionable manner.
- An enthusiastic lifelong learner with dedication, potential, and passion for Cyber Security leadership and people skills.
- Strong decision-making capabilities with a proven ability to weigh the relative costs and benefits of potential actions and recognize the most appropriate ones based on risks and business needs.
- A confident Cyber Security professional/leader with strong problem-solving and troubleshooting skills and the ability to work with diverse groups of people and help solve

complex problems.

- CISSP, CISA, CISM, CEH, CompTIA Security+, or equivalent certifications are a bonus.
- Understanding of NIST and MITRE ATT&CK frameworks.
- Experience with network penetration testing and techniques.
- Extensive knowledge and experience with server infrastructure (e.g. Nutanix, VDI/vSphere, Windows Server, Exchange, Active Directory).
- Strong understanding of network firewalls, SIEM, SOAR, antivirus/EDR, IDPS infrastructures and technologies.
- Hands-on experience in administering Identity & Access Management (IAM) solutions, SIEM alerts, cybersecurity incident investigations, telemetry, events correlation and administering cybersecurity control tools.
- Advanced knowledge of IT security best practices for Active Directory, Azure AD, Office 365, Windows server platforms (ex: SQL, Exchange, WSUS, IIS, etc.), Windows and Linux operating systems.
- Experience analyzing and reverse-engineering solutions to discover weak points.
- Familiarity with the fundamental principles of ITIL.
- Experience working within a Police force environment (e.g. Niche RMS, CPIC, Lanier Fusion Voice) would be an asset.
- Strong communication and presentation skills.
- Strong documentation skills.

The successful candidate will be required to submit a satisfactory criminal background check prior to the commencement of employment. We thank all applicants for their interest, however, only those selected for an interview will be notified.

How to Apply:

A valid Class G driver's license with a clean abstract and access to a personal vehicle is required. A 3-year uncertified driver's record obtained from Service Ontario must be submitted with your resume. Resumes submitted without an acceptable driver's abstract will not be reviewed.

When emailing your application, please indicate what source you found this posting in and please ensure your cover letter, résumé, and any other supporting documents are submitted in one file (preferably MS Word (.doc) or Adobe (.pdf)). Please also indicate in your cover letter your preferred method of contact: text, email, or phone call.

We invite you to submit your application **by 4:30pm on Tuesday, March 12, 2024:**

Human Resources
County of Northumberland
555 Courthouse Road
Cobourg, ON K9A 5J6

Email: hr@northumberland.ca

Please note that accommodations are available, upon request, to support applicants with disabilities throughout the recruitment process. Please e-mail your request to accessibility@northumberland.ca or call 905-372-3329 ext. 2327. Alternative formats of this job posting are available upon request.

Personal information collected through the recruitment process will be used solely for the purpose of candidate selection, in accordance with the Municipal Freedom of Information and Protection of Privacy Act.