## Business Systems & InformationReporting to Manager Strategy, Architecture and Governance

## Position Purpose

The Security Manager is responsible for the developing and maintaining the WaterNSW Security strategy and governance by establishing an enterprise security stance through policy, architecture, training processes; and drives excellence in safety.

## Key Accountabilities

1. **Safety:** ensure all activities are undertaken with the safety of our people as the number one priority and always role model safe behaviour.
2. **Values:** behave and make decisions in accordance with the WaterNSW Values at all times.
3. **Leadership:** delivering strategic priorities and developing the culture, capability and performance of our people.
4. Develop, maintain and socialise the WaterNSW Cyber Security Strategy and roadmap to all relevant stakeholders and interested parties.
5. Develop, maintain and socialise the WaterNSW Cyber Security framework and ISMS to all relevant stakeholders and interested parties. The framework will utilise the Threat intelligence network to identify threats, model and develop the controls to mitigate risks.
6. In collaboration with the operations teams, develop the Cyber incident response strategy and governance processes. The Strategy and governance process will ensure cyber security incidents are responded to, investigated and reported to the appropriate stakeholders in a timely manner.
7. Utilising the threat intelligence contacts, monitor the cyber security threat landscape and maintain situational awareness of security events relevant to WaterNSW. Communicating the changing landscape to the Operations teams.

Evidence provided to support audits of cyber security controls and risks.

## Key Challenges

* Influence WaterNSW Leadership, BSI Leadership of the importance of a strong cyber security capability, to change attitudes and behaviours to achieve an appropriate level of information security.
* Maintain strong knowledge of a broad range of cyber security techniques, technologies, practices and threats to enable a strong strategy, framework and ISMS.

## Significant Internal Relationships

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| --- | --- |
| Stakeholder | Purpose of Relationship |
| Security Operations Manager | Collaborate with the Operations teams to define the security strategy and Information Security Management Systems to enable their implementation. |
| WaterNSW Leadership Team | Develop an awareness of Cyber security accountabilities for the WaterNSW Leadership team and reporting of current KPI’s |
| WaterNSW BS&I Leadership Team | Develop an awareness of Cyber security accountabilities for the BS&I team and reporting of current KPI’s |

## Significant External Relationships

|  |  |
| --- | --- |
| Stakeholder | Purpose of Relationship |
| NSW Government Cyber Security Team | Cyber Security Threat Intelligence, Incident response assistance and guidance |
| Joint Cyber Security Committee | Cyber Security Threat Intelligence, Incident response assistance and guidance |
| Third party service providers of security services and products | Manage contracts and service delivery |
| Auditors | Provide evidence on information security controls, operations and risks |

## Delegations, Financial Accountabilities & Freedom to Act

As defined in the WaterNSW Financial Delegations as varied from time to time.

## WaterNSW Leadership & Performance Competencies

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| --- | --- | --- |
| People | Level |  |
| Coaching & Developing OthersDriving Performance | BB | * Supports individual development in line with career aspirations and business requirements
* Challenges others to achieve their full potential
* Actively listens to others
* Supports others to establish meaningful goals
* Asks questions to create awareness and encourage self-directed problem solving
* Ensures the team has the capability and resources required to undertake work effectively
* Monitors the team’s progress in achieving goals; takes action to keep the team on track and recognise achievements
* Works with team members to develop SMART goals
* Listens to and involves others in team decisions and actions; values and utilises individual differences and talents
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|  |  |  |
| --- | --- | --- |
| Customer | Level |  |
| Collaboration & Engagement With Customers and StakeholdersCustomer and Service Responsiveness | BC | * Builds and maintains relationships with individuals from other work groups to accomplish shared goals
* Adapts approach to meet the needs of a broad range of customers and stakeholders
* Actively seeks information to understand customer circumstances, problems, expectations, and needs
* Identifies breakdowns in internal processes and systems that directly impact on the customer experience
* Develops processes and procedures which provide proactive, responsive and relevant service and solutions to customers
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| --- | --- | --- |
| Business | Level |  |
| Analysis and Problem SolvingContinuous Improvement | BB | * Defines the extent and cause of the problem through observation and investigation
* Knows when and how to source and use additional information to effectively diagnose the problem and determine suitable solutions
* Considers all possible solutions and seeks input from subject matter experts where appropriate
* Takes necessary action to implement the identified solution
* Analyses current processes and practices to identify opportunities for improvement
* Identifies patterns in data and information and implements improvements based on this analysis
* Has knowledge of and able to apply appropriate continuous improvement tools to achieve the best outcome
* Undertakes improvement projects within own team or business area to improve outcomes by utilising innovative thinking
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## Technical Competencies

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| --- | --- | --- |
| Competency | Level |  |
|  |  |  |

## Mandatory Candidate Requirements

**Qualifications:**

* Tertiary qualifications in computer science, information security, or a related discipline
* ITIL foundation
* Current NSW Drivers Licence

**Knowledge:**

* Extensive knowledge in developing and implementing a Cyber Security Strategy and frameworks
* Extensive knowledge of current and emerging trends in ICT security

**Experience:**

* Experience in identifying security threats and controls
* Experience in effectively communicating IT Security concepts and their practical application
* Experience in developing and implementing security strategies and frameworks
* Experience in developing and maintaining a security KPI’s and management level reporting frameworks
* Experience working with auditors to respond audits of the cyber security framework

## Favourable Candidate Requirements

* Working knowledge of contemporary and historical security systems, products, processes and their implications.
* Knowledge and understanding of the application development process and the security issues that relate to Windows and Linux as application development environments.
* Ability to co-ordinate several projects simultaneously and deliver to agreed timeframes.
* Sound conceptual research and analytical skills.
* Strong interpersonal and negotiation skills.
* Strong verbal and written communication skills, including report writing.

## Pre-Employment Checks Required

* Identification
* Qualifications
* Drivers Licence
* Pre-employment Medical
* Police Check