Cyber Security Manager

Salary:	£55,848 - £59,442
Job Family:	PS10
Working hours:	37 hours per week
Work base:	Hybrid Working
Responsible to:	Chief Information Officer, North Northants Council

We are delighted that you are considering joining our team at North Northamptonshire Council. By recognising that our employees are our greatest asset, we invest in, value and develop them to progress our ambition to be an employer of choice. Our corporate values and behaviours also encourage customer focus, efficiency and support our employees to achieve.

Main Purpose

North Northamptonshire Council is going through a period of large-scale strategy and transformation to bring together our estates as well as create world leading services for our citizens. We have an ambition to create brilliant and modernised services; to use modern platforms and infrastructure; and to make the best out of our investments in our technology and teams. This is a vital role in that journey, responsible for ensuring that we design and implement security right from the beginning of our journey, mitigating and managing technical risks to data and the organisation.

This role is responsible to the Chief Information Officer of North Northants Council for:

- Providing expert advice on the selection, design, justification, implementation and operation of information security controls and management strategies to maintain the confidentiality, integrity, availability, accountability and relevant compliance of information systems.

- Provide leadership in shaping and delivering our cyber security strategy, the design of our products and services, baking security into our standards and practice. This should be achieved alongside an expert balance in the management of information governance and controls to support the organisation's ambition to be digitally flexible.
- Convey the value of security across the council, working with stakeholders at all levels to ensure that security is embedded and part of the organisation's ethos.
- Ensure the organisation adheres to legal and best practice standards for security and leads on technical audits for the Council.
- Supporting our digital approach and outcomes to impact residents and businesses through organisational strategy.

Role Responsibilities

Objectives and outcomes for this role

Tasks linked to this role will include but not be limited to:

- Direct responsibility for the leadership and development of enterprise-wide security architecture and processes which ensure that the strategic application of security is embedded in the organisation.
- Working closely with our DPO and information governance teams to shape our security stance on technology and information management.
- Working closely with colleagues in West Northamptonshire Council and partners to deliver our digital vision and roadmap.
- Reviewing our infrastructure and technology to analyse and assess vulnerabilities, in order to build and execute plans to mitigate these.
  - Regularly monitoring and reviewing our cyber stance, in order to update our strategy in line with our organisational ambitions.
- Engage with senior and relevant stakeholders across the organisation to ensure that adequate measures are in place to support the integrity of the estate and data.
- Increasing security awareness within the organisation and developing approaches to support this.
- Maintaining up-to-date knowledge of emerging security trends and developments in areas of interest to the organisation and utilising new approaches to develop our strategy and align.
- Analyse results of investigations into complex or highly sensitive security violations or breaches and determine any modifications to standards and their implementation.
- Review supply chain assessments, new business proposals and planned technical changes and provide specialist guidance on security issues and implications.
- Enabling the organisation in the compliance of areas such as GDPR, PCI, PSN and working towards standards such as ISO27001.
- Developing and coaching the information security team and working closely with the Technology, Digital and Data management team.
- Ensuring the organisation is focused with adequate levels of patching, firewall configuration reviews and SIEM alerting.
- Hold our partners/suppliers to account for spend, performance and behaviour, including diversity within their teams.
- Maintain and input to the risk register in the technology service, documenting details of any or all risks and their progress to remediation or mitigation.
- Manage staff performance appropriately by providing constructive feedback and take action where performance falls below the expected standard.

People management responsibilities:

- A management role in the Technology, Digital and Data service
- Responsible for the Security teams within North Northamptonshire Council
- Responsible for working alongside a team of staff

- Work environment
- The post-holder will be required to deputise for the Chief Information Officer (CIO) from time to time.
- Participate/ work with external groups and stakeholders for the organisation such as NCSC, EMGWARP, auditors and accreditors as required.

Person Specification

Technical knowledge and experience

- Expert knowledge and understanding of security and system architectures; the relevant technologies, tools and platforms, best modern practice; industry trends and risks
- Certified Information Security Manager (CISM) or Certified Information Systems Security Professional (CISSP) certified.
- A good working knowledge of information security including ISO/ IEC 27001 Information Security Management Standard and Cyber essentials.
- A deep applied knowledge of agile ways of working
- Experience of working across multiple channels (some or all of digital content, digital tools, assisted digital, webchat, phone, face to face).
- Understanding of, and practical experience of applying GDPR, the Freedom of Information Act and other related legislation, standards and codes of practice.
- Knowledge of infrastructure concepts, protocols and standards, including Active Directory, group policies, various hosting options, SSL, SAN, business continuity and disaster recovery.
- High level of management, development and interpersonal skills.
- Expert in understanding the business environment of the organisation and closely associated organisations and the organisation's technical platforms.
- Expert in understanding the functional structure of businesses and other organisations; their mission, objectives, strategies and critical success factors. experience with managing technology suppliers and partner experience of developing services that takes account of the needs of diverse users.

Skills and Abilities

- Ability to lead/action the organisation's cyber strategy and team.
- Ability to lead during times of great change.
- Ability to develop and get agreement for a strategy.
- Ability to flex delivery approaches depending on context.
- Passionate about building diverse teams and communities.
- A strong influencer, with the ability to persuade and negotiate with stakeholders of all levels, including CEO, directors and elected members, including communicating methodologies and projects to a diverse, non-expert audience, and leading on the team's remits, priorities and budget.
- Strong people management skills, with the ability to create a positive working environment in which equality and diversity are embedded in every aspect of the team's work and output, dignity at work is upheld and staff are empowered and motivated to achieve good outcomes.
- Shows the ability to delegate effectively, empowering others.

Our Values and Behaviours

Our values define who we are and how we operate, by forming the foundation for how we interact with our customers, colleagues and provide our services. They are also at the forefront of our decision making and delivery and include:

Customer-focused
- Think 'One Team' and act Council-wide
- Take ownership and do the right thing
- Keep customers up-to-date and informed
- Listen and respond to differing needs

Respectful
- Embrace and live the Council's values
- Listen to and value the contributions of others
- Share ideas and feedback at all levels
- Promote diversity and inclusivity

Efficient
- Challenge and innovate
- Be collaborative and share learning
- Be flexible, proactive and prioritise
- Seek learning opportunities

Supportive
- Build an open and sustainable culture
- Promote achievement and celebrate success
- Be caring and empathetic
- Develop yourself and others

Trustworthy
- Act with honesty and integrity
- Build effective relationships
- Do what you say you're going to do
- Be open and transparent

Our Key Commitments

Our key commitments help ensure that the priorities we make, now and in the future, maintain the necessary breadth of focus in those areas that we believe matter most.

Our key commitments are:

- **Active, fulfilled lives:** We will help people live healthier, more active, independent and fulfilled lives.
- **Better, brighter futures:** We will care for our young people, providing them with a high-quality education and opportunities to help them flourish.
- **Safe and thriving places:** We will enable a thriving and successful economy that shapes great places to live, learn, work and visit.
- **Green, sustainable environment:** We will take a lead on improving the green environment, making the area more sustainable for generations to come.
- **Connected communities:** We will ensure our communities are connected with one another, so they are able to shape their lives and the areas where they live.
- **Modern public services:** We will provide efficient, effective and affordable services that make a real difference to all our local communities.

Why choose us?

We offer a fantastic working environment including diverse and active staff networks, great flexible working opportunities and well as many other benefits, you will:

- Receive a generous annual leave allowance.
- Have access to our Employee Assistance Programme which offers a confidential service for employees and their families 24 hours a day / 7 days a week. The programme provides expert advice and counselling in areas such as finances, family and personal problems, work issues, health related problems, childcare and consumer rights.

- Join the Local Government Pension Scheme (LGPS), which is a tax approved occupational pension scheme with a generous employer contribution rate, immediate life cover and ill-health protection. Benefits are based on the length of your membership and final salary.

We are proud to be a recognised Disability Confident Employer and is committed to providing an inclusive recruitment process and will offer an interview to disabled applicants who meet the essential criteria for the role.