



VACANCY ANNOUNCEMENT
Information Security Officer
Starting Salary Range: \$ 75,080 - \$110,000, DOQ

The City of Fredericksburg is looking for a leader to join our team working on all aspects of City-wide IT cybersecurity, from developing cybersecurity plans and strategies to preventing and mitigating cyber-attacks. As an IT Security Officer, you'll provide cybersecurity guidance and oversight across all City departments and organizations that can impact the City's information security position. This position:

- Develops customer-focused, business-appropriate solutions in a cross-functional team environment;
- Pro-actively monitors for application and infrastructure security threats;
- Serves as the primary point of contact for the City to receive and communicate cybersecurity alerts;
- Evaluates security related functions and implements strategies and cybersecurity solutions for existing and planned system and network software;
- Coordinates City response to cybersecurity alerts and incidents;
- Provides leadership to establish and maintain City-wide information security policies and strategies to minimize risks;
- Prepares and maintains technical documentation of the system software security functions and implementation;
- Ensures cybersecurity best practices are established and followed in all City departments;
- Oversees activities to assess the City's cybersecurity exposure, including security audits, risk assessments, and other activities to continuously identify areas for improvement;
- Conducts employee security awareness training and programs;
- Must stay current with the threat landscape and technologies used to defend assets.
- No supervisory responsibilities, but provides technical and project management leadership to others.

This position is essential. Personnel occupying this position may be scheduled to work regardless of weather conditions and/or when general City offices are closed. Personnel occupying this position will be required to report to the EOC (Emergency Operations Center) as needed.

This employee works with all levels of management, external agencies and vendors to achieve the City's strategic goals and objectives. Employee must use initiative and independent judgment in completing tasks.

The successful applicant will have a Bachelor's degree with training emphasis in computer information systems and cybersecurity administration supplemented by five (5) years' experience in risk management, information security and IT, of which three years are in specifically in cybersecurity, and developing IT security policies and procedures, or equivalent education, and/or experience. Security A+ required. CISSP, CEH, OSCP or CISM preferred.

Preferred experience:

- Recent experience within the past five years demonstrating a comprehensive knowledge of information security management and technology (audit compliance, regulatory compliance, disaster recovery, vulnerability assessment, firewalls, and endpoint security).
- Recent experience within the past five years demonstrating a comprehensive knowledge of security administration in a Windows-based network environment.
- Recent experience within the past five years demonstrating a comprehensive knowledge of knowledge of information protection standards, guidelines, and applied procedures (i.e., industry "best practices").
- Experience within the past 10 years demonstrating a comprehensive knowledge of server administration as applied to network and internet security.
- Experience within the past 10 years demonstrating a comprehensive knowledge of common information security management frameworks, such as ISO/IEC 27001, ITIL, COBIT as well as those from NIST, including 800-53 and Cybersecurity Framework.
- Experience within the past 10 years demonstrating a comprehensive knowledge of business needs coupled with the ability to establish and maintain a high level of customer trust and confidence in the security team's concern for customers.

Come join us as part of a knowledgeable and energetic organization committed to excellence in serving a thriving and growing community through commitment to the [City's Core Values](#) of Agile Innovation, Abundant Compassion, Outstanding Customer Service, Energized Work Environment, Essential Engagement and Unwavering Stewardship. In addition to offering a great work team and excellent salary, the City of Fredericksburg is a member of the Virginia Retirement System and offers competitive health, dental and vision insurance as well as generous vacation/sick leave benefits and 13 paid holidays a year. Some telework is possible, time in the office each week is likely.

While the position is open until filled, completed City Applications and resumes should be submitted before 11:59 pm on Monday, January 2, 2023. Application and additional information can be found on the city's website at: <https://www.fredericksburgva.gov/Employment>.

City of Fredericksburg
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