



**VACANCY ANNOUNCEMENT**  
**Chief Information Security Officer**  
**Salary Range: \$90,000 - \$130,000 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 the Information Security Officer, you will provide cybersecurity guidance and oversight across all City departments and organizations that can impact the City's information security. This position:

- Develops customer-focused, business-appropriate cybersecurity solutions in a cross-functional team environment.
- Implements and maintains cybersecurity systems and tools to protect the City.
- Proactively monitors for application and infrastructure security threats.
- Exercises technical expertise across the workgroups in the IT department to ensure adoption of best practices for cybersecurity.
- Serves as the primary point of contact for the City to receive and communicate cybersecurity alerts and information from trusted third-party providers.
- Evaluates security related functions and implements strategies and cybersecurity solutions for system and network software.
- Provide cybersecurity review of technology procurements ensuring compliance with City standards.
- Coordinates and leads City response to cybersecurity alerts, events, and incidents.
- Establishes and maintains a City-wide information security program including policies, metrics, security awareness training and strategies to minimize risk to the business.
- Develops and implements data ownership, security classification and responsibility procedures.
- Ensures cybersecurity best practices are established and followed in all City departments.
- Oversees activities to assess the City's cybersecurity exposure, including security audit response, risk assessments, and other activities to continuously identify areas for improvement.

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. Position currently has no direct supervisory responsibilities but provides technical and project management leadership. Employee must use initiative and independent judgment in completing tasks.

The successful applicant will have at least seven (7) years' experience in cybersecurity with experience in cybersecurity tool administration, cybersecurity program development, cybersecurity policy and procedure development, infrastructure and network management and Information Technology operations. Cybersecurity industry certifications (such as CISSP, CISM, CRISC, CISA, CCSP, SSCP, CEH, CASP+, or OSCP or related) are required. A bachelor's degree in a related discipline is preferred.

Preferred experience:

- Experience demonstrating a comprehensive knowledge of information security and infrastructure management including cybersecurity audit, regulatory compliance, disaster recovery planning, vulnerability assessments, firewalls, and endpoint security).
- Experience demonstrating a comprehensive knowledge of security administration in a Windows-based network environment for endpoints, servers, internet and network.
- Experience with cybersecurity program development including policies, risk assessments, business impact analysis and control development.
- Experience implementing information security management frameworks, such as ISO/IEC 27001, NIST 800-53/CSF and CIS Controls.
- Experience 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.
- Experience communicating effectively at all levels of the organization with both written and verbal means.

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.

Position is open until filled. First review of submitted City Applications and resumes on **May 26, 2024**.

Application and additional information can be found on the city's website at:

<https://www.fredericksburgva.gov/Employment>.

*The City of Fredericksburg provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.*

City of Fredericksburg  
Human Resources Department  
715 Princess Anne Street  
P. O. Box 7447  
Fredericksburg, VA 22404-7447  
[hr@fredericksburgva.gov](mailto:hr@fredericksburgva.gov)

