



CHIEF INNOVATION SECURITY OFFICER (CISO) City of Riverside, California

\$122,052 – \$163,500 ANNUALLY DOE/DOQ

The City of Riverside seeks an experienced Chief Innovation Security Officer (CISO) to direct and oversee Innovation and Technology (IT) Security programs and operations Citywide; including the member owned Riverside Public Utilities Department with a separate Board of Directors. The CISO will set the City's cyber security vision, develop policy, mitigate risk, train others on security policies and practices, ensure systems and data are working and be an IT security business partner for our 17 departments, Chief Innovation Officer, and executive leaders. The ideal candidate will be a hands-on participative leader with extensive experience writing and optimizing IT security policy and procedures, mitigating risk, and serving as a subject matter expert and business partner to the organization. Our CISO should be creative, agile, flexible, and forward thinking to stay on the forefront of IT security.

The City of Riverside is nationally recognized for the innovative technology services provided to its constituents, if you are looking to join a forward-thinking organization in a unique and expanding urban center, this is the job for you!

the CITY & COMMUNITY

The City of Riverside is a rapidly growing metropolitan hub, with an artistic spirit, positioned for a sustainable urban future. Ranked as the 12th largest city in the state, Riverside is an urban amenities center that includes museums, theaters, fine dining, an array of festivals and markets, and four internationally recognized universities and colleges. The City is halfway through a revitalization project called the "Riverside Renaissance," with upgrades to transportation, infrastructure, and quality of life projects such as park enhancements, landscaped medians, and expansions to public services. The City is governed by a seven-member city council/city manager model, and is a full-service city providing public safety, utility (electric, water, wastewater, and refuse), community services, and much more. With a budget of \$1.1 billion for fiscal year 19/20 and staff of 2,400, the city provides services to more than 330,000 constituents and is one of the most attractive locations to start or expand a business, raise a family, or retire.



Riverside's quality of life is award winning! The City was named #1 U.S. City for Small Business by Inc. Magazine, #2 Hot Spot for Tech in the U.S., #6 Happiest Place in the Nation for Young Professionals, #3 in California and #103 in the World for Economic Performance by the Brookings Institute, Coolest California City by the California Air Resources Board, the Intelligent Community of the Year in 2012, a Top 25 City for Business by Executive Outlook Magazine, and an Emerald City by the State of California Department of Conservation for sustainable green initiatives and renewable energy.

the INNOVATION & TECHNOLOGY DEPARTMENT

THE INNOVATION & TECHNOLOGY (IT) DEPARTMENT lives up to its name by providing award winning and creative services and solutions both to the organization and to its constituents. With 54 staff and an approximate annual budget of \$13 million, the IT Department is constantly looking for new and creative ways to improve services by leveraging technology. In addition to being the citywide CISO, this position will also serve as the CISO for Riverside Public Utilities (RPU), the City's largest department. RPU is a customer owned water and electric utility department, governed by a nine-member board that provides high quality, reliable services to more than 106,000 metered electric customers and 64,000 metered water customers in and around the City of Riverside. RPU has a staff of 633 and an annual budget of \$543 million.

The City has approximately 150 commercial and custom-developed applications. Three thousand workstations, 700 servers (some physical & virtual), and complex data systems and security need to protect sensitive information; much of has mandated security rules, regulations, and laws.

SOME OF THE CITY'S INNOVATIVE PROGRAMS INCLUDE:

- ▶ Access our virtual, 24/7 City Hall at **riversideca.gov/** where almost all citywide services are available and offered online.
- ▶ An advanced Traffic Management Center to monitor bottlenecks in real-time.
- ▶ Leading edge mobile applications such as:
Explore Riverside. A visitor and tourist friendly app.
311 Riverside. An app where community constituents can report issues: graffiti, potholes, etc.
Riverside Tour Guide. A fun and technically advanced way to explore the monuments along Main Street.
Reverse 911. A solution to notify citizens about power outages and emergencies.

RIVERSIDE IT'S UPCOMING CHALLENGES/OPPORTUNITIES

- ▶ Optimize the security information event management system within the Microsoft 365 rollout.
- ▶ Design and implement IT security as we rebuild our entire network, including implementing device posture assessment, micro-segmentation and security zones.
- ▶ Redesign the City's internet perimeter.
- ▶ Lead replication, redundancy and disaster recovery systems for an active/active data center that is currently being built using software defined firewalls, networking and data center.
- ▶ Redesign SCADA systems.
- ▶ Implement unsupervised machine learning that recognizes threats.

the JOB

THE CISO WILL ARTICULATE security risks, form and direct policy, lead short- and long-term security strategies, direct disaster recovery and business continuity plans, and create a culture of awareness and appreciation for cyber security/cyber hygiene by developing and implementing curriculum and training organization-wide. This position also develops and directs information security (cyber security) programs, architecture, vendors and policies that protect the City's information, digital and physical assets. The CISO is an at-will position that reports to the Chief Innovation Officer (CIO), and oversees an approximate budget of \$750K and a security analyst, with dotted-line security oversight of all information technology staff and Citywide technology. We are looking for a highly experienced technical and strategic leader with exposure to more than one of the following regulations:

- ▶ Payment Card Industry (PCI),
- ▶ Critical Infrastructure Protection (CIP),
- ▶ Health Insurance Portability and Accountability Act (HIPAA), and/or
- ▶ Criminal Justice Information systems (CJIS).

the IDEAL CANDIDATE

THE IDEAL CANDIDATE WILL BE a hands-on participative leader with extensive experience writing and optimizing IT security policy and procedures, mitigating risk, and serving as a subject matter expert and business partner to the organization. Our CISO should be creative, agile, flexible, and forward thinking to stay on the forefront of IT security. We are looking for solutions-oriented business partner that finds ways to say “yes” and will unite the department and City under a single mission and vision to elevate security strategy.

Our ideal CISO will also be able to:

Security

- ▶ Assess multiple data types and various IT systems and architectures, and identify how major systems and applications interconnect and apply defense in depth security best practices.
- ▶ Review and measure system dependencies, confidentiality, integrity and availability to identify value systems and controls needed to protect the systems at the appropriate level.
- ▶ Recommend cyber security policy that is tailored to address business operational needs and unique system and data considering context, regulatory compliance and appropriate levels of risk.
- ▶ Present IT risk findings and mitigation strategies to system owners and ensure remediation.
- ▶ Provide industry best practices, lending expertise crafting new/updated cyber security policy.
- ▶ Incorporate local, state and federal regulations when developing cyber security policy, RFP scopes, technology architecture design and recommendations (e.g., HIPAA, CJIS, etc.).
- ▶ Develop an organization-wide information technology security strategic plan.
- ▶ Conduct regular internal/external learning and training sessions to educate staff and stakeholders regarding IT cyber security practices, policy, and how to identify, mitigate and manage risk.
- ▶ Provide security oversight, technical guidance, escalations and strategies to technical and business users to improve security, mitigate threats and protect the City's data and technology infrastructure.

Leadership/Interpersonal:

- ▶ Collaborate with and advise department heads and City leaders on all information security related matters.
- ▶ Ensure that awareness for cyber security is promoted and taught throughout the organization.
- ▶ Be an influential leader to move projects forward past technical and business challenges and barriers.
- ▶ Demonstrate innovation, achieve client goals and have a strong customer service orientation.
- ▶ Bring new ideas, make things happen, and be a transformational thinker and leader.
- ▶ Balance technological savvy with strong interpersonal skills to communicate effectively and build positive relationships and trusts with others.
- ▶ Be self-directed, motivated, detail oriented and flexible.





Qualifications

- ▶ Equivalent to a bachelor's degree accredited college or university with major study in cyber security administration, information technology, computer science, or a related field; AND
- ▶ Eight years of progressively responsible information security, server and network security, and information technology experience, including intrusion detection and prevention systems; a master's degree may substitute for one year of the required experience.

—Or—

- ▶ Associate's degree from an accredited college or university with major study in cyber security administration, information technology, computer science, or a related field; AND
- ▶ Ten years of progressively responsible information security, server and network security, and information technology experience, including intrusion detection and prevention systems.

Preferred Certifications:

- ▶ Chief Information Security Officer (CISO)
- ▶ Information Systems Security Professional (CISSP)
- ▶ Information Infrastructure Library (ITIL)
- ▶ GIAC Information Security
- ▶ Computer Security Incident Response (CSIRT),

Preferred Experience & Education:

- ▶ Experience in a regulated industries and/or public agency.
- ▶ Supervisory accountability.
- ▶ Master's degree in information security, or a related field.
- ▶ Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the work may be considered.

SALARY & BENEFITS

The salary range for this position is **\$122,052 – \$163,500 Annually DOE/DOQ** and includes a generous benefits package. This position is at-will designated as Senior Management and follows the Benefit Group Level II benefits:

RETIREMENT: for Classic members 2.7 % @ age 55 with 8% employee contribution. New Members 2% at age 62, 7% employee contribution. The City does not participate in Social Security.

MEDICAL/VISION & DENTAL PLANS (i.e. Health Maintenance Organizations (HMOs) and Dental Maintenance Organizations (DMOs) as well as free-choice Preferred Provider Organization (PPO) plans.

ADDITIONAL BENEFITS MAY INCLUDE: Life Insurance, Disability Insurance, Long Term Disability insurance, a 457 Deferred Compensation plan, Legal Services Plan and a Flexible Spending Account with Out-of-Pocket expenses and Dependent care options.

For specific benefits information, please visit the City's Human Resources website: riversideca.gov/human/employee-hub/benefits/about-1

HOW *to* APPLY

This is an open continuous recruitment; ***applications will be reviewed until the needs of the City are met.*** Apply by completing an application and attaching your cover letter and resume to: wbcpinc.com/job-board/

SAVE THE DATES. Interviews dates are **NOVEMBER 17 & 18** (candidates selected to interview will need to be available for both days).

Please contact your recruiter, **Wendi Brown**, with any questions:
866.929.WBCP (9227) | 541.664.0376 | wendi@wbcpinc.com

The City of Riverside is an Equal Employment Opportunity Employer

