

Position:

Group Head of Information Security

With: Energia Group

Reporting to: Chief Information Officer

Vacancy: Group Head of Information Security

Date: November 2023

Contract: Permanent

Reporting to: Chief Information Officer

Location: Hybrid with office work based in Belfast (Dublin can be considered)



Energia Group is a modern and innovative energy company focused on playing a significant part in the achievement of the energy transition on the island of Ireland through the Group's Renewables, Flexible Generation and Customer Solutions businesses.

As a leading, long-term energy provider and infrastructure investor in Ireland, Energia Group currently supplies approximately 17% of the island of Ireland's total electricity requirements and is responsible for approximately 20% of wind power capacity installed on the island. The Group supplies over 828,000 homes and businesses across the island of Ireland with electricity and gas.

Energia Group continues to make progress on its €3bn Positive Energy investment programme, focussed on renewable energy projects. Ongoing projects include onshore and offshore wind, solar, battery storage, and green hydrogen, and it is anticipated this programme can add around 2.6 GW of additional renewable capacity to the system by 2030 to facilitate the achievement of Government targets and keep momentum towards the overall objective of Net Zero.

The Role

We are looking for people with positive energy, who want to make impact in their roles through a meaningful career with us.

The Group Head of information Security is a senior leader responsible for establishing and maintaining the organisation's vision, strategy, policies, IT/OT operations and programs related to Information and Cyber Security. The Group Head of Information Security will report to Energia Group Chief Information Officer.

The Group Head of Information Security plays a crucial role in safeguarding the organisation's sensitive data, intellectual property, and information systems (IT/OT) from potential threats and cyberattacks.

Key elements of the role are working with executive management / senior leaders across the Group to determine acceptable levels of risk for the Group, providing detail on emerging Cyber threats in the IT/OT landscape and providing assurance that effective Information and Cyber Security measures have been implemented, adherence to industry best practices and regulatory requirements.

The Person

The successful candidate will possess a strong background in Cyber Security landscape (emerging and current threats in marketplace), influencing and engagement at Senior Executive level, Information Security, incorporating a combination of governance, risk and compliance knowledge along with strong technical knowledge of IT/OT operations, network, infrastructure and application security in a modern technology landscape.

The successful candidate will provide advice and guidance on a range of Information and Cyber Security issues to the IT/OT Operational support teams, Programme/Project teams, Developers (in-house and third party), and Managed Service providers to ensure that IT/OT projects and changes are delivered securely, protecting client and employee data and ensuring continual compliance with IT/OT policies and standards.

In addition to leading and managing the team, this role is very much hands on, where the successful candidate will be actively involved in the day-to-day operations and oversight of the Information and Cyber security Team as well as being the Information / Cyber Security representative at IT/OT, business and project meetings.

Key Duties to Include: -

Strategic

- Ensure Develop and communicate a comprehensive Information / Cyber Strategy that aligns with the overall business goals and objectives.
- Ensure adherence to this strategy across the entire technology estate.
- Be an Information / Cyber Security evangelist to other members of Energia Group Technology and Innovation and across the Energia Group businesses.

Risk Management

- Report to the Energia Group Risk Management Committee on Information / Cyber Security issues and the Information / Cyber Security strategic programme.
- Proactively identify and manage IT/OT risks including co-ownership of risk register.
- Maintain an awareness of external threats and take appropriate steps to protect Energia Group
- Oversee and manage the annual threat review, all other audit and review requirements.
- Chair Energia Group's Information / Cyber Security Forum with partners and business advisors.
- Support the Energia Group Data Protection Officer in relation to issues of Information / Cyber Security containing personal data and contribute to Data Protection Forums across the Group.
- Ensure compliance with applicable laws, regulations, and industry standards (e.g., GDPR, NIST Cybersecurity Framework).



Team Leadership

- Lead, mentor, and inspire the Information / Cyber Security team, ensuring team members have the necessary resources and support to excel in their roles.
- Foster a culture of innovation, accountability, and collaboration within the Information Security team and across departments.
- Define ways of working and standards for Information Security in technology.
- Work with key partners in the business to define ways of working and build up a consistent approach to Information Security.
- Build new capabilities where there are gaps in the existing organisation.

Operational

- Review and advise on security designs for application and infrastructure projects.
- Lead Energia Group Information / Cyber Security education programme.
- Management of Energia Group's vulnerability management process and penetration testing programme.
- Work closely with Energia Group's Managed Service Partner (MSP) to ensure that security operations and controls are operated and implemented as agreed.
- Act as incident manager for major security incidents.

Security Architecture

- Review and advise on security designs.
- Collaborate with IT/OT teams to design, implement, and maintain secure IT/OT infrastructure, applications, and networks.
- Working with the IT/OT Architecture team, ensure that security controls are built into technology solutions from the outset.

Governance

- Compile and present appropriate metrics as required to demonstrate Energia Group's current Information / Cyber Security posture.
- Provide assurance that Energia Group's key suppliers are delivering services and applications securely.
- Regularly review security measures and support internal audits to assess the effectiveness of security controls. Address any findings and ensure timely remediation.
- Provide written (non-technical) communications to the Energia Group regarding the implementation of security controls and policies.

Benefits and Location

The post will be offered on a personal contract basis and will include an attractive benefits package, including a salary to reflect the skills and experience of the successful candidate. The post will be based in our offices at Newforge Lane, Belfast. Candidates based in Dublin will also be considered.

Your Experience

Essential Criteria

- Proven significant experience in Information / Cyber Security, and in a leadership capacity.
- Experience of defining IT/OT security strategy and leading its implementation.
- Knowledge and practical experience of risk management, governance, compliance principles and practice and threat analysis.
- Experience in budgeting and resource management for security initiatives.
- Demonstrates senior leadership qualities, including strategic thinking, influencing, decision-making, and problem-solving abilities.
- Experience of managing, motivating and leading a team.
- Excellent communication and interpersonal skills, with the ability to communicate complex technical concepts to non-technical stakeholders.
- Experience of regulatory frameworks such as NIS, NIS2 and CAF.
- Demonstrable knowledge of best practice standards for example, NIST, ISO 27001, OWASP.
- Experience of securing cloud-based infrastructure, applications and online services.
- A deep and broad understanding of network, perimeter and platform security best practices and security trends.
- Ability to communicate complex concepts to business users at all levels in Energia Group.
- Ability to learn rapidly using a wide range of formal and informal methods of self-development.
- Experience of managing a Team.

Desirable Criteria

- Sufficient understanding of a wide range of security technologies to advise on selection and implementation based on knowledge of their strengths and weaknesses.
- Strong understanding of some or all of the following:
 - Windows, Unix and Linux security features and issues.
 - Web application security for a range of technology stacks, including IIS / .Net.
 - Security controls for cloud based services.
 - Mobile device security management technologies and controls
 - Zero trust design and implementation
 - SIEM solutions.
 - A security-related qualification.
- Experience of securing cloud-based infrastructure, applications and online services.



Required Competencies

Effective Collaboration

Tailors approach to suit the audience and build high trust, collaborative relationships.

Emotional Intelligence

Uses high levels of self-awareness, self-management, social awareness and ability and attitude to build positive relationships with others and navigate organisational dynamics successfully with a clear sense of purpose.

Customer and Stakeholder Centric

Keen focus on understanding the customer and stakeholders' needs to make informed decisions and achieve great outcomes.

Leading Change

Crafts a shared vision of what is possible, engages others to create ownership and make it happen.

Leading Teams

Builds high-performing, empowered teams with a 'we' culture.

Digital Readiness

Gains and applies up-to-date knowledge and skills to enable the confident, creative and critical use of technologies and systems to optimise your contribution.

Critical Thinking and Problem Solving

Explores with curiosity and uses logic, reason and inclusive problem-solving methods to analyse, assess and take action.