



# EMPLOYMENT OPPORTUNITY

**Closing Date:** 2023/12/04

## CYBER SECURITY SPECIALIST/ENGINEER

### Winnipeg, Manitoba

*Manitoba Hydro is consistently recognized as one of Manitoba's Top Employers!*

#### Great Benefits

- Competitive salary and benefits package.
- Defined-benefit pension plan.
- Nine-day work cycle which normally results in every other Monday off, providing for a balanced approach to work, family life and community.
- Flex-time and partially remote work schedule (providing the option to work remotely 3 days per 2 week period), depending on nature of work, operational requirements and work location.

Manitoba Hydro is a leader among energy companies in North America, recognized for providing highly reliable service and exceptional customer satisfaction. Join our team of Manitoba's best as we continue to build a company that supports innovation, commitment and customer service.

Manitoba Hydro is looking for a highly motivated person to be part of a team managing cyber security risk. The position will lead North American Electric Corporation (NERC) Reliability Compliance programs, enhance corporate security culture through security training and awareness program development and delivery, conduct and review complex security risk assessments, and provide assistance on security programs.

#### Responsibilities:

- Lead D&T Business Unit's NERC Compliance Program, including:
  - Developing and maintaining tools, metrics, procedures, and plans to support ongoing NERC compliance in D&T.
  - Working collaboratively with staff across the enterprise in the development, implementation, maintenance, and continuous improvement of D&T's NERC procedures.
  - Coordinating and facilitating D&T's participation in NERC audit activities such as on site audits and self certifications.
  - Leading the reporting, tracking, root cause investigation, and remediating activity development for NERC Possible Violations (PVs).
  - Leading the development of internal controls and other measures to continuously streamline compliance tasks and reduce the risk of PVs.
  - Leading NERC CIP incident response exercises for D&T.
  - Coordinating D&T's participation in NERC standards development activities. Anticipating and assessing longer term compliance requirements and keeping abreast of legislation and regulations pertaining to NERC and Cyber Security in the United States and Canada.
- Drive corporate security culture through security training and awareness program development, including:
  - Developing, planning, and continuously improving Cyber Security Awareness Program campaigns and initiatives, including enterprise communications, awareness training, phishing simulations, and presentations.
- Conduct and review complex security risk assessments, including:
  - Conduct Cyber risk management tasks such as security assessments, threat assessments, risk reviews, post-implementation and in-production reviews, scenario-based Cyber assessments, and ICS risk assessments against systems, applications, networks, cloud assets, processes, and controls.
  - Ensure security through the application of engineering principles and industry standards.
- Provide recommendations and justifications on security tools and programs that affect system availability and reliability. Provide assistance on security programs including (but not limited to):
  - Threat intelligence, policy management, Industrial Control System Cyber Security Risk Management, incident response and disaster recovery, and application security.

*"Principal Duties are intended to be an accurate reflection of the main duties essential for this position. They are not designed to be an exhaustive list of all duties, tasks and responsibilities."*

**Qualifications:**

- Graduate in Engineering from a university of recognized standing, plus a minimum of four years related experience, including two years related experience in Cyber Security, Operational Technology, or Information Technology Infrastructure support.
- Member in good standing with Engineers Geoscientists Manitoba.  
OR
- A four-year degree in Computer Science from a university of recognized standing, plus a minimum of five years related information technology (IT) or industrial control system (ICS) support experience of which at least three years must be in a system/platform support role.  
OR
- A two-year diploma in Computer Technology from an institute of recognized standing, plus seven years related experience in IT or ICS support experience of which at least three years must be in a system/platform support role.
- Has or be willing to obtain certification within twelve months: ISAACA CSX Cybersecurity Practitioner (CSX-P) or (ICS)2 Entry -Level Cybersecurity certification; and maintain that certification in good standing. Professional certifications such as CISSP, CISM, CRISC, OSCP, CEH, CGIH, GPE, SANS, etc would be an asset.
- Possess an understanding of Cyber security concepts, controls, frameworks and standards including NIST and ISO. Knowledge of ICS Cyber Security Risk Management and NERC Critical Information Protection (CIP) Standards, Programs and Procedures, CIP infrastructure components and CIP cyber assets
- Technical system support experience with Information Technology and infrastructure components
- Strong written and verbal communication skills with a demonstrated ability to communicate effectively, deliver reports, recommendations, and presentations, and the ability to build and maintain harmonious working relationships with staff across the enterprise at all levels.
- Excellent organizational and interpersonal skills, including facilitation, and negotiation.
- Demonstrated creativity in resolving complex information technology issues, implementing new processes and products and redesigning work processes.
- Possess good analytical skills, be self-motivating, and possess mature judgment with the ability to make and implement sound decisions
- Possess a valid Province of Manitoba Driver's Licence.

**Salary Range**

Starting salary will be commensurate with qualifications and experience. The range for the classification is \$30.79 - \$56.78 Hourly, \$78,851.50 - \$108,804.02 Annually.

**Apply Now!**

Visit [www.hydro.mb.ca/careers](http://www.hydro.mb.ca/careers) to learn more about this position and to apply online.

**The deadline for applications is DECEMBER 4, 2023.**

We thank you for your interest and will contact you if you are selected for an interview.

***This document is available in accessible formats upon request. Please let us know if you require any accommodations during the recruitment process.***

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