



EMPLOYMENT OPPORTUNITY

Closing Date: 28.05.2024

CYBER SECURITY ENGINEER

WINNIPEG, MB

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.

We are seeking a Professional Engineer to join our Transmission Service & Compliance Department in Winnipeg, Manitoba.

Responsibilities:

- Develop, implement, document, and align all cyber security compliance frameworks throughout the Enterprise applicable to ICS including ICS CSRM Program, NERC Critical Infrastructure Protection (CIP) Program, CER Cyber Security Program, and Technology Security Policy.
- Act as a specialized ICS security resource to the Enterprise. Resolve complex technical ICS security-related issues.
- Collaborate, partner with, and maintain strong working relationships with the Cyber Security Department, and collaborate and align on templates, assessments, plans, and tools.
- Establish and implement a revised ICS CSRM Program charter and strategy.
- Develop, implement, document, and update a roadmap for ICS security policy, standards, procedures, and compliance management.
- Assign, document, and support the cross-functional roles and responsibilities necessary to identify, prioritize, sequence, justify, initiate, support, track, monitor, and sustain ICS CSRM work.
- Lead ICS stakeholders in documenting ICS risk identification, assessment, treatment determination, and monitoring activities to reduce ICS risks within established guidelines.
- Lead specialized ICS related tests and exercises to measure and calibrate ICS risks.
- Work with Enterprise Architecture and Cyber Security Departments to leverage and build processes for security assessments of ICS related procurements and projects.
- Provide direction and leadership through written and verbal updates on ICS CSRM Program status to Security Governance Committees.
- Lead the development of responses to ICS related audits and assessments.
- Justify, initiate, and manage contracts and procurements to enhance ICS security.
- Build the broader ICS security team across the enterprise and create opportunities to share best practices.
- Represent the Enterprise to applicable external bodies (including the Midwest Reliability Organization Security Advisory Council).

Qualifications:

- Graduate in Computer or Electrical Engineering from a University of recognized standing, with a minimum of seven years ICS related experience and/or Cyber Security.
- Member in good standing with Engineers Geoscientists Manitoba (EGM).
- Certification (or willing to attain certification) as a Certified Information System Security Professional (CISSP) within two years.
OR
- Certification (or willing to attain certification) within 12 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 a detailed understanding of Cyber security concepts, controls, frameworks, and standards including NIST and ISO, Manitoba Hydro's computing and network infrastructure (both IT and Industrial Controls Systems (OT)), and NERC Critical Information Protection (CIP) Standards, Programs and Procedures, CIP infrastructure components and CIP cyber assets.
- 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.
- Demonstrated initiative, ability to prioritize, and achieve results in a timely manner.
- Possesses good analytical skills, self-motivation, and mature judgment with the ability to make and implement sound decisions.
- Possess a valid Province of Manitoba Driver's Licence.
- Must obtain and maintain a current Personnel Risk Assessment and a "Clear" security rating in accordance with Manitoba Hydro policy P513.
- Must complete Manitoba Hydro Standards of Conduct training.
- Critical Infrastructure Protection (CIP) Training is required and must be completed prior to the transfer date and renewed annually.

Salary Range

Starting salary will be commensurate with qualifications and experience. The range for the classification is \$49.97 - \$68.46 Hourly, \$95,747.86 - \$131,177.28 Annually.

Apply Now!

Visit www.hydro.mb.ca/careers to learn more about this position and to apply online. The deadline for applications is **MAY 28, 2024**.

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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