

# Job Title: Head of the IT Security Section

Job Requisition ID 8861 - Posted 23/10/2020



## EUROPEAN SPACE AGENCY

Vacancy in the Directorate of Internal Services.

ESA is an equal opportunity employer, committed to achieving diversity within the workforce and creating an inclusive working environment. Applications from women are encouraged.

### Post

#### Head of the IT Security Section

This post is classified A2-A4 on the Coordinated Organisations' salary scale.

### Location

ESRIN, Frascati, Italy or ESTEC, Noordwijk, The Netherlands

### Description

Head of the IT Security Section in the Security and Shared Infrastructure Services Division in the ESA Information Technology Department, Directorate of Internal Services.

### Duties

Reporting to the Head of the Shared Infrastructure and Security Division in the ESA Information Technology Department, Directorate of Internal Services, the incumbent is responsible for the management of the Section, its resources and activities. In addition, the incumbent will be required to contribute to various Section activities and to represent it in various boards and reviews, as necessary.

The incumbent is responsible for the planning, implementation and operation of security services aimed at improving and streamlining IT Security within ESA. The Section maintains and oversees the evolution of the IT Department's Information Security Management System (ISMS), offering security support through Security Officer and Security Architect roles to all projects within ESA's IT Department. The Section plays host to ESA's CERT and executes IT security projects and activities, as required.

- Plan, coordinate and supervise the activities, projects and services within the Section, taking account of time and budget constraints;
- Represent the Section in meetings and coordination activities with the ESA Security Office, and security stakeholders (both IT and OT) from other directorates;
- Advertise the Section's services and achievements throughout the Agency, raising overall awareness and streamlining the Agency's approach towards cybersecurity across the organisation; Continuously Monitor and improve esait's security posture and maturity;
- Contribute to the IT Security Vision and Strategy in support of and in coordination with the ESA Security Office and drive its implementation by determining the activities, projects and services required to be executed and delivered by the Section;
- Ensure that the IT Security Section works as a single unified team in a positive environment which is motivating for the staff;
- Identify and develop the technical skills and expertise required in the Section for dealing with changes in the IT Security landscape and related technologies;
- Contribute to the strategic planning process at Division level, prepare investment and resource planning for the security portfolio;
- Contribute to the Section's projects and activities as required

### Technical competencies

Cyber security (policy, detection, reaction, correction)

Cyber vulnerability management and associated standards

IT architecture design

Project and technical management  
Service portfolio management and service design  
IT service and operations management

### **Leadership competencies**

Developing & motivating people  
Driving performance  
Fostering cooperation & effective team-working  
Leading change  
Strategic vision & business context

### **Behavioural competencies**

Systems & Broader Business Thinking  
Customer Focus  
Results Orientation  
Planning & Organisation  
Teamwork

### **Education**

Applicants for this post should have a Master's degree or equivalent qualification in the information technology domain.

### **Additional requirements**

Candidates must have at least 10 years relevant experience in leading IT security teams in a large organisation with an international exposure managing a yearly security budget of at least €5m.

Candidates must be passionate about IT security, have broad knowledge, experience and expertise in the various IT security domains, together with experience in outsourcing and service management.

In addition, candidates should have:

- the potential to manage individuals or a team of IT experts and the ability to organise their activities and ensure a motivating work environment;
- the ability to organise their activities and ensure a motivating work environment;
- strong leadership capabilities, with proven relationship management and communication skills;
- the ability to drive their team's performance, developing their people by encouraging learning, delegating responsibility and giving regular and constructive feedback;
- strong problem-solving skills to deal with day-to-day operational challenges, together with proven planning and organisational skills;
- strong results orientation with the ability to set priorities and present practical solutions both orally and in writing;
- the ability to manage challenging situations proactively and constructively and to be customer-focused.

Previous people management experience is an asset for the position, as is international experience, i.e. outside the candidate's home country, as well as experience in diverse functional areas relevant to the activities of ESA.

Applicants should be eligible for obtaining Personnel Security Clearance from his/her National Security Authority

### **Other information**

For behavioural competencies expected from ESA staff in general, please refer to the ESA Competency Framework.

The working languages of the Agency are English and French. A good knowledge of one of these is required. Knowledge of another Member State language would be an asset. The Agency may require applicants to undergo selection tests.

### **The closing date for applications is 23 November 2020.**

If you require support with your application due to a disability, please email [contact.human.resources@esa.int](mailto:contact.human.resources@esa.int).

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Please note that applications are only considered from nationals of one of the following States: Austria, Belgium, the Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Luxembourg, the Netherlands, Norway, Poland, Portugal, Romania, Spain, Sweden, Switzerland, the United Kingdom and Canada, Latvia and Slovenia.

According to the ESA Convention the recruitment of staff must take into account an adequate distribution of posts among nationals of the ESA Member States. When short-listing for an interview, priority will first be given to internal candidates and

secondly to external candidates from under-represented Member States.  
(<http://esamultimedia.esa.int/docs/careers/NationalityTargets.pdf>)

In accordance with the European Space Agency's security procedures and as part of the selection process, successful candidates will be required to undergo basic screening before appointment.

Recruitment will normally be at the first grade in the band (A2); however, if the candidate selected has little or no experience, the position may be filled at A1 level.