Security Engineer

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Kaupapa | Purpose

Responsible for safeguarding Toi-ohomai's information technology infrastructure and data from potential threats, vulnerabilities, and cyberattacks. Is also responsible for the design, implementation, and maintenance of security measures to protect sensitive information and ensure the integrity, confidentiality, and availability of systems.

Collaborates with various teams both within Toi-ohomai and across the sector, including IT, network administration, software development, and external vendors to identify potential security risks, assess the effectiveness of existing security protocols, and implement solutions to mitigate vulnerabilities. Will utilize a combination of technological tools, encryption methods, and security best practices to create a robust defence against cyber threats, constantly staying abreast of the latest trends and emerging risks in the cybersecurity landscape.

Reports to: Technical Services Manager

Team: Toi Ohomai | Te Pūkenga Digital

Remuneration: $98,094.40 to $122,618.01 37.5hrs per week

Date: September 2024

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Ngā mahi | Do

- Security Control Development: Develop and implement key security controls, policies, and procedures to protect digital assets, including but not limited to firewalls, intrusion detection systems, access controls, and encryption protocols.
- Security Monitoring and Incident Response: Continuously monitor the network and systems for potential security threats and incidents. Develop and maintain incident response plans to swiftly address and mitigate security breaches.

- Vulnerability Assessment and Management: Conduct regular vulnerability assessments and penetration testing to identify weaknesses in the infrastructure and applications. Prioritise and manage the remediation of vulnerabilities to reduce risk.

- Security Awareness and Training: Develop and deliver security training programs for staff to raise awareness about security best practices, policies, and procedures. Ensure that employees understand their role in maintaining security.

- Security Compliance and Auditing: Ensure compliance with relevant security standards and regulations. Conduct periodic security audits and assessments to verify adherence to security controls and identify areas for improvement.

- Security Incident Analysis and Improvement: Analyse security incidents and breaches to understand their root causes. Use this information to improve security measures, update policies, and enhance the overall security posture of Toi-ohomai.

Demonstrate commitment to:

Te Tiriti o Waitangi. Through our developing understanding of our obligations and our connection with Te Tiriti o Waitangi as both individuals and as an organisation.

Ākonga at the Centre. Through prioritising the experience, wellbeing, and success of our ākonga in our decision-making process.

Equity. Through recognition, empowerment, and inclusion we can give greater acknowledgement of the unmet needs of Māori, Pacific and disabled ākonga and their whānau.

Vocational Education and Training Excellence. Through quality provision for all ākonga, meeting the regional needs of employers and communities.

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Pūkenga | Have

Education and Experience: Must have an IT-related degree and 7 years technical experience.

Technical Proficiency: A strong foundation in cybersecurity principles and a deep understanding of security technologies and tools such as firewalls, intrusion detection systems, encryption, and network protocols.

Analytical Thinking: The ability to analyse complex security issues, identify vulnerabilities, and develop effective solutions. This includes the capacity to think critically and make sound decisions under pressure.

Communication Skills: Effective communication is crucial in this role. Security engineers must be able to convey technical information to non-technical stakeholders, write clear and concise security policies, and facilitate security training sessions for employees.

Problem-Solving Skills: Security engineers should be adept at troubleshooting and problem-solving in real-time when security incidents occur. They need to quickly assess the situation, identify the root cause, and take appropriate action.

Attention to Detail: In the world of cybersecurity, small oversights can lead to significant breaches. Being meticulous and paying attention to detail when configuring security controls, reviewing logs, and conducting assessments is essential.

Adaptability and Continuous Learning: The cybersecurity landscape is constantly evolving, with new threats and technologies emerging regularly. A security engineer should be adaptable and committed to ongoing learning and staying up to date with the latest security trends and best practices.

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Waiaro | Be

Authentic and Inclusive: Promote an environment of inclusion and authenticity, where all contributions are valued, . Be courageous to disrupt inequities for all, including Māori, Pacific and disabled peoples. Hold the conviction that meaningful partnerships with Māori/iwi will contribute to progress for all.

Connected: Integrate waiora-sustainable thinking into your everyday mahi, meeting the needs of the present, without compromising our ability to meet our needs for the future. Embrace the interconnectedness of environmental, social, economic and cultural wellbeing.

Collective: Seek progress over perfection, moving forward with aroha, empathy and persistence. Maintain a focus on results and delivery to build a sustainable, world class, vocational education and training network. Lean into transformation, challenge the status quo and choose courage over comfort to create better results for Toi Ohomai | Te Pūkenga, employers, ākonga and their whānau.

Self-awareness: Navigate yourself, and lead others through change with confidence, understanding how to create the conditions you and others need to thrive. Demonstrate humility, be reflective and self-aware, always seeking to grow personally and as a leader.

Ako: Hold lifelong learning as vital in connection, hauora, and continuous improvement both personally and professionally. No matter your role, recognise your mahi contributes to making a positive difference for our ākonga and their whānau, and their ability to create thriving communities. Recognise Te Tiriti o Waitangi as a powerful mechanism for taking positive action in Aotearoa, and a pathway to achieve equity for all.

Mana tāngata: Contribute to a connected, creative, compassionate workplace, where teams are committed to growth, learning and achieving our shared purpose. Create a safe environment for learning and development, in all you do, including Te Tiriti, equity, academic and professional excellence. Recognise kaimahi and whānau wellbeing are interconnected, when we support personal and professional growth we contribute to Te Oranga/participation in society.

Ngā Hononga Mahi | Working relationships

Internal: Academic staff, Administration staff, Advisors/Consultants, Dean of Faculty, Department Managers, Directors, Heads of School/Centre Directors, Team Managers, Team Leaders, Coordinators

External: Business, Industry, Community, Consultants, Partners, Vendors

Resource delegations and responsibilities:

Financial: [XX]

People: [XX]