Overview

As we move through a period of exciting transformation and organizational change, Professional Engineers Ontario (PEO) has an immediate opening for a **Manager, Applications & Cybersecurity**.

Under the authority of the *Professional Engineers Act*, PEO licenses and governs over 91,500 licence and certificate holders and regulates the practice of professional engineering in Ontario. PEO's mission is to regulate and advance the practice of engineering to protect the public interest. With a talented, multidisciplinary staff of over 100, PEO's vision is to be a trusted leader in professional self-regulation.

Position Summary

We are seeking a Manager, Applications & Cybersecurity to join our Information Technology team. This role is pivotal to PEO's digital transformation efforts, as well as to supporting the technology backbone enabling day-to-day operations.

In this role, you will be responsible for our Member Management application, Website/Portal, Finance Management tools, HRIS and other enterprise solutions as well as overseeing the cybersecurity strategy. You will collaborate directly with business and technology stakeholders to identify, architect, develop, implement and support cost-effective technology solutions to support our business, in alignment with corporate strategies.

Responsibilities

- Manages the design and development of reliable and scalable digital solutions to ensure a great experience for our licence holders and staff, on time and on budget.
- With support from the Director, a tactical cybersecurity specialist as well as the vendor, manages all aspects of enterprise cybersecurity, including creation and delivery of a roadmap; implementation of necessary security controls, processes; and protocols as well as oversight for ongoing activities to support security controls.
- Lead, manage and grow a team of software specialists (i.e. developers & QA analysts) as well as cybersecurity specialists; including recruitment, development/coaching and evaluation.
- Proactively inform architecture and support deployment of innovative solutions to meet business needs.
- Develop business cases, cost/benefit analyses, Requests for Proposal (RFP) or Requests for Quotation (RFQ) documentation to support IT spending and initiatives.
- Manage and engage with vendors, including contracts and service agreements.
- Provide senior management with risk assessments regularly, implement recommendations as appropriate, and participate in external and internal audits as required.
- Mentor and guide the professional and technical applications services and cybersecurity team, and continuously improve software development practices and services.
- Keep up with current and latest technologies; participate in long-term strategic planning.

Specialized Skills and Knowledge

Organizational Skills:
• Strong leadership skills, including people management skills.
• Understanding of human resource management principles, practices and procedures.
• Strong interpersonal skills with excellent written and oral communication skills.
• Ability to conduct and direct research into IT issues and products as required.
• Ability to present ideas in business-friendly and user-friendly language.
• Highly self-motivated and directed.
• Keen attention to detail, with ability to effectively prioritize and execute tasks in a high-pressure environment.
• Proven analytical, evaluative and problem-solving abilities.
• Exceptional customer service orientation.

Technical Skills and Knowledge:
• Experience with enterprise platforms, such as CRMs, HRIS solutions, Web technologies, cloud infrastructure, mobile technologies and best practices, Business Intelligence and Visual Analytics (e.g. PowerBI), Microsoft .NET, SQL, etc.
• Experience working with application and cloud platform vendors and technology partners.
• Experience in leading/administering Cyber Security/Information Security/Information Technology projects including awareness of applicable security technologies/solutions, cloud security concepts, vulnerability/configuration management, security operations and security architecture.
• Possess a working knowledge of frameworks including CIS, ISO 27001 and NIST CSF.
• Knowledge of cybersecurity principles, including conducting risk assessments, threat and vulnerability management, incident response, and identity and access management.
• Extensive knowledge of applicable data privacy practices and laws.
• Experience creating and maintaining technical documentation, such as architecture diagrams, database diagrams, use case diagrams, test cases, system administrator or user documentation and IT policies.
• Solid knowledge and setup of current and emerging internet technologies.
• An understanding of project management principles, service management principles, change management and vendor management principles.

Education/Qualifications:
• Bachelor's degree in Engineering, Computer Science and/or other relevant academic degrees or equivalent experience.
• 5-10 years' experience working with business applications development and solution architecture in Cloud and Windows Server environments.
• 5+ years of people leadership experience with a focus in managing a team of IT professionals.

- Certifications in one or more of the following are preferred: CISSP, CCSP, Security+, and Microsoft certification in the areas of security design, implementation or administration (optional).
- Certification in IT Service Management ITIL preferred (optional).
- Certification in IT Project Management PMP preferred (optional).

We have fully embraced hybrid working, and for us this means coming to the office twice a week. However, if you wish to work in the office more often, you are welcome to.

If you are interested in this role, please forward your resume to peocareers@peo.on.ca by October 11, 2023.

PEO values diversity and is an equal opportunity employer. PEO is committed to providing employment accommodation in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act.