FIRST PEOPLES' CULTURAL COUNCIL

Senior Security Analyst

Victoria, B.C.

Join a growing team, dedicated to revitalizing First Nations arts, languages, cultures and heritage in British Columbia. The First Peoples' Cultural Council (FPCC) is looking to fill a **SENIOR SECURITY ANALYST** position to maintain the integrity and confidentiality of our organization's digital ecosystem.

The Senior Security Analyst (SSA) plays a pivotal role in ensuring the security and protection of sensitive information, technology systems, and digital assets critical to the preservation and advancement of Indigenous cultures and languages. Reporting to the Director of IT and as a member of the information services team, the SSA will work closely with other technical experts to ensure service continuity and system security.

If you are a dedicated and experienced security analyst and have an interest in working with a great team dedicated to work that supports cultural revitalization, we look forward to hearing from you!

Submissions from applicants with First Nations, Métis or Inuit ancestry are strongly encouraged to apply.

Who We Are:

The First Peoples' Cultural Council is a First Nations-governed Crown corporation with a mandate to support Indigenous arts, languages, cultures and heritage revitalization in British Columbia. You may learn more about us here: fpcc.ca/about-us

What We Offer:

- We value your work-life balance and family/community time.
- Dental, extended health and vision care for you and your family through Canada Life.
- B.C. Public Service Pension.
- Additional statutory holidays, including National Indigenous Peoples' Day and National Day for Truth and Reconciliation.
- Training and professional development opportunities to grow your career and skills.
- Travel opportunities to conferences and community events.
- An equal opportunity, respectful and inclusive work environment.

What You Will Do:

- **Security Infrastructure Planning and Management**:

- Assist the Director, IM/IT with design, implementation, and maintenance of security solutions, including firewalls, intrusion detection/prevention systems, anti-malware, and encryption tools, to safeguard critical data and systems.
- As assigned, develop, and execute incident response plans to address and mitigate security breaches. Including analyzing the root cause, containment, eradication, and recovery. Collaborate with cross functional teams to minimize impact and prevent future incidents.
- Conduct regular security assessments, vulnerability scans, and penetration tests to identify weaknesses in systems, networks, and applications. Provide recommendations for remediation and ensure compliance with industry standards.
- Develop and deliver security awareness training programs for staff members, promoting best practices and raising awareness about security risks and mitigation strategies.
- Coordinate and participate in internal and external security audits and assessments, ensuring compliance with industry standards and regulatory requirements.
- Implement and manage security information and event management (SIEM) systems to monitor network traffic, detect anomalies, and respond to potential security incidents in real time.
- Collaborate with other subject matter experts to ensure system and application availability. Work with other stakeholders to integrate security measures into the development lifecycle. Provide guidance and mentorship to team on security matters.

- **Policy Documentation and Reporting:**
  - Assist the Director, IT with the development of policies, standards, and procedures in alignment with industry regulations and organizational goals. Stay informed about emerging security threats and regulations, adjusting policies as necessary.

- Maintain accurate and up-to-date documentation of security processes, incident reports, and response activities. Prepare comprehensive reports for management and stakeholders, summarizing security status, threats, and actions taken.

What You Will Bring:

- A Degree in Computer Science along with a CISSP certification & CompTIA Security Plus.
- A minimum of 5 years' experience working in a complex environment, at least 2 of which are in a leadership capacity.
- A combination of work experience and education may also be considered.

Must Possess:

- Proven expertise in security technologies, including firewalls, IDS/IPS, SIEM, and encryption tools.
- Strong understanding of security frameworks, compliance standards, and best practices (e.g. NIST, ISO 27001, CIS).
- Proficiency with the MS Office Suite including Word, Excel, Power Point, Outlook, and standard office equipment: facsimile, photocopiers, cell phone, audio visual equipment.
- Experience conducting vulnerability assessments and penetration testing.
- Excellent communication skills, both written and verbal, to convey complex security concepts to non-technical stakeholders.
- Experience tracking budgets and preparing reports.
- Demonstrated ability to lead and collaborate effectively with cross functional teams and stakeholders.
- Ability to recognize and relate to other worldviews, particularly Indigenous ways of knowing.
- Ability to problem-solve effectively.
- Demonstrated ability to work well under pressure to meet deadlines.
- Familiarity with First Nations languages, cultures, and histories a plus.

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Working Conditions

- Most work is done in a general office environment.
- Travel to attend meetings, conferences, seminars may be required.
- May be required to work occasional evenings and weekends.

For more information about First Peoples' Cultural Council, visit: www.fpcc.ca

Please send a resume and covering letter to: hr@fpcc.ca

The posting will remain open until filled.

The First Peoples' Cultural Council is located in Brentwood Bay and is grateful to have our home in the beautiful traditional unceded territory of the W̱SÁNEĆ Nation people, in the village of W̱JOŁEŁP.

FPCC values all employees and the communities we serve, and the health and safety of the work environment is a top priority. Depending on your role, FPCC reserves the right to require proof of a COVID 19 vaccination.