25 May 2018

The following vacancy exists at NSFAS in Cape Town

Position	General Manager: Security and Risk	**Type & Grade**	5 Year Fixed Term Contract, Grade 14
Vacancy No	16 of 2018/2019		
Department & Unit	ICT		

POSITION OVERVIEW

The GM Security and Risk is responsible for establishing and maintaining the information security program to ensure that information assets and associated technology, applications, systems, infrastructure and processes are adequately protected in the digital ecosystem in which NSFAS operates. The incumbent is responsible for identifying, evaluating and reporting on legal and regulatory, IT, and cyber security risk to information assets, while supporting and advancing business objectives. The incumbent reports directly to the Chief Information Officer.

He/she will have the responsibility to work with the Chief Information Officer, ICT Executive leadership team and all employees to execute and accomplish the goals/metrics of the strategic plan.

It is expected that the General Manager: Security and Risk will be an individual who is skilled in balancing internal management with external leadership, strategic plan development and visibility to support the goals of NSFAS. While managing NSFAS's overall activities, he/she will foster an environment of accountability, excellence, collaboration, and innovation among the staff and will demonstrate fiscal responsibility.

Key Performance Areas:

Given the new student centred model implementation with its focus on an improved student user experience and internal efficiencies, the following Key Performance Areas for the General Manager: Security and Risk will be expected:

- Develop an information security vision and strategy that is aligned to organizational priorities and enables and facilitates the organization's business objectives, and ensure senior stakeholder buy-in and mandate.
- Determine the information security approach and operating model in consultation with stakeholders and aligned with the risk management approach and compliance monitoring of nondigital risk areas.
- Lead the information security function across the company to ensure consistent and high-quality information security management in support of the business goals.
- Develop, implement and monitor a strategic, comprehensive information security program to ensure appropriate levels of confidentiality, integrity, availability, safety, privacy and recovery of information assets owned, controlled or/and processed by the organization.
- Develop and enhance an up-to-date information security management framework

- Facilitate an information security governance structure through the implementation of a hierarchical governance program, including the formation of an information security steering committee or advisory board.
- Provide regular reporting on the current status of the information security program to enterprise risk teams, senior business leaders and the board of directors as part of a strategic enterprise risk management program, thus supporting business outcomes.
- Work with the vendor management office to ensure that information security requirements are included in contracts by liaising with vendor management and procurement organizations.
- Create and manage a targeted information security awareness training program for all employees, contractors and approved system users, and establish metrics to measure the effectiveness of this security training program for the different audiences

Minimum requirements:

- A NQF level 8 Qualification, preferably Bachelor Honours / Post Graduate Diploma in Information Technology related.
- Minimum of seven to 10 years of experience in a combination of risk management, information security and IT jobs which at least five (5) years is in an Executive/ Senior ICT Management role.
- Project management skills: financial/budget management, scheduling and resource management
- Sound knowledge of business management and a working knowledge of information security risk management and cyber security technologies
- Ability to lead and motivate the information security team to achieve tactical and strategic goals, even when only "dotted line" reporting lines exist
- Excellent written and verbal communication skills, interpersonal and collaborative skills, and the ability to communicate information security and risk-related concepts to technical and nontechnical audiences at various hierarchical levels, ranging from board members to technical specialists
- Experience at an organisational level important, as well as portfolio level.
- Knowledge and broad understanding of the use of ICT as a business driver.
- Demonstrate an understanding of governance and frameworks (SLDC).
- Proven track record of leading within an organisation undergoing transformational change.
- Demonstrate an understanding of Organisational strategic planning and budgeting.
- Knowledge and understanding of relevant legal and regulatory requirements
- Operated within the portfolio of Strategy formulation with documented commercialisation of such initiatives into target market
- Professional security management certification is desirable, such as Certified Information Systems Security Professional (CISSP), Certified Information
- Knowledge of common information security management frameworks
- Certified Information Security Manager (CISM)
- Certified Information Systems Auditor (CISA) or other similar credentials such as ISO/IEC 27001, ITIL, COBIT as well as those from NIST, including 800-53 and Cyber security Framework

Recommendations:

- Experience in working in the Financial services sector
- Knowledge of all other related legislation

Competencies:

1. **Strategic Capability and Leadership (Advanced level required)**

   Involves building and sustaining relationships, and managing in the political cultural context. To also create and drive the vision, the Strategy and lead people to execute the mandate of the organisation.

2. **People Management and Empowerment (Advanced level required)**

   The ability to achieve goals through others, therefore ensuring that they perform, and are managed and developed in order to achieve the desired results.

3. **Programme and Project Management (Advanced level required)**

   Mandates are achieved through programmes and projects designed to address needs. This entails managing programmes and projects which are strategic in nature and involves the management of people, finance/budget and expenditure of the programme or project.

4. **Financial Management (Moderate level required)**

   Managing all finance aspects of the organisation particularly budgeting and spending and the success of all programmes and projects of the organisation.

5. **Change Management and Leadership (Moderate level required)**

   Change Leadership is about transforming and aligning an organization through its people to drive for improvement in new and challenging directions. It is energizing a whole organization to want to change in the same direction. It involves developing and implementing turn around strategies to accelerate transformation

6. **Market Knowledge (Moderate level required)**

   Market Knowledge is about understanding the market in which a business operates. This business context can include the competition, the suppliers, the customer base and the regulatory environment.

7. **Customer Impact (Moderate level required)**

   Customer Impact is about serving and building value- added relationships with customers or clients, be they internal or external.

8. **Commercial Orientation (Moderate level required)**

   Commercial Orientation is about identifying and moving towards business opportunities, seizing chances to reduce costs and increase revenue.

9. **Results Orientation (Moderate level required)**

   Results Orientation is about being focused on improvement of business results.

10. Collaboration and Influence (Advanced level required)

Collaboration and Influence are about working effectively with, and influencing those outside of, your functional area for positive impact on business performance.

If you are confident that you have the above mentioned competencies, please feel free to apply.

JOB DETAILS

NSFAS offers a competitive executive remuneration package, inclusive of a range of benefits such as medical aid and pension fund.

Interested applicants should send a letter of application together with a detailed Curriculum Vitae, copies of academic qualifications, ID and names of three contactable referees to: Fayroes Sherry via email: recruit@nsfas.org.za

Enquiries: Tel 021 763 3200

Closing date: 10 June 2018

NSFAS will only correspond with shortlisted candidates. If you do not hear from NSFAS within two months of the closing date, please consider your application unsuccessful.

"NSFAS is committed to providing equal opportunities and practicing affirmative action employment. It is our intention to promote representivity (race, gender, disability) in the organisation through filling of this position and candidates whose appointment will promote representivity will receive preference. "