



**Prequalified Ready Employees for Power**  
Preparing Tomorrow's Energy Professionals

Prequalified Ready Employees for Power Intl  
[www.prepintl.com](http://www.prepintl.com)

5113 Piper Station Drive, Suite 206  
Charlotte, NC 28277-6690  
Office 704.752.6414  
Fax 704.752.4224

A Division of Sadinsky & Partners Intl, LLC  
March 17, 2015

**Regional Cyber Security Manager** - overseeing the critical asset cyber security compliance program to the North American Electric Reliability Corporation (NERC) Critical Infrastructure Protection (CIP) standards.

This Investor Owned Utility is leading a customer-driven change in the U.S. energy industry - delivering cleaner and smarter energy choices, while building on the strength of the nation's largest and most diverse competitive power portfolio.

A Fortune 250 company, they create value through reliable and efficient conventional generation while driving innovation in solar and renewable power, electric vehicle ecosystems, carbon capture technology and customer-centric energy solutions. Our retail electricity providers serve almost 3 million residential and commercial customers throughout the country.

Can be based at any one of a number of facilities including: Princeton NJ, Pittsburgh PA, Southern MD, Washington DC area, Chicago IL, Peoria IL, Oswego, NY – Company offers a relocation package.

Target Compensation \$140 K Base + 22.5% Bonus + Benefits + Relo – with some flexibility for experience.

Qualified Veterans, Women and the disabled are encouraged to apply.

Primary responsibilities include:

- ⊖ Manage and direct activities of the designated site specialists to meet Critical Infrastructure Protection program requirements.
- ⊖ Ensure execution, tracking and review of all site specific controls for meeting regional requirements in accordance with NERC CIP compliance requirement
- ⊖ Develop work scope, design of Cyber Security configuration around systems, implementation and training at site, benchmarking and commissioning
- ⊖ Serve as primary SME on site specific hardware, software and control architectures
- ⊖ Perform required incident response, recovery and backup tests with designated site CIP specialists
- ⊖ Provide detailed analysis, diagnosis, and testing with site CIP specialists
- ⊖ Coordinate work with supporting groups to maintain compliance of asset
- ⊖ Assist each site specialist in development, implementation and execution of remediation efforts for mitigation activities and securing the site infrastructure from threats
- ⊖ Implement information protection procedures and ensure compliance to information protection standards
- ⊖ Monitor and analyze DCS, Energy Management Systems (EMS) and server activity logs to detect any potential breaches at all sites in the region
- ⊖ Provide technical guidance and serve as first responders with facility personnel and CIP specialists in the event of a breach and provide support to affected site for restoration
- ⊖ Implement account authorization program and validate its usage through technical and procedural controls
- ⊖ Implement and monitor a security patch management program for tracking, evaluating, testing, and installing applicable cyber security software patches for all critical sites in the region
- ⊖ Implement and support the backup and restoration program and incident response for the critical sites in the region
- ⊖ Support and maintain anti-malware software at all critical sites work with vendors to ensure solutions deployed are compliant to regulation and in alignment with corporate standards
- ⊖ Participate and coordinate with all relevant SMEs in all computer or network related design discussions at each facility to ensure alignment with corporate standards and compliance to regulations



- θ Act as lead subject matter expert in providing guidance with regard to changes in cyber security measures as a result of change in technology, regulations or expansion in the region as a result of acquisition, upgrades or repowering efforts
- θ Identify new items for cyber security improvements and needs for budget development at the affected critical sites
- θ Review site diagrams and topology drawings to ensure accurate depiction of systems and connectivity
- θ Coordinate audit and RSAW preparation with the various SMEs and participate as lead manager during audit
- θ Report progress on cyber security efforts to facility management and integrate activities with the site CIP specialist
- θ Identify areas for improvement and provide input for cyber security efforts
- θ Supervise, train and develop staff toward personal development including the timely completion of performance reviews that provides honest feedback in areas of strengths and weaknesses
- θ Engage in cyber vulnerability assessment activity and work with site CIP Specialist in developing and tracking a corrective action plan through remediation

**Qualifications:**

- θ Bachelor's degree with a concentration in computer science, engineering, management information systems or related field or equivalent experience, or 8-10 years of Information Technology (IT) industry experience  
Demonstrated management experience of a matrixed team of professionals
- θ Industrial controls environment experience, (power plant/energy, manufacturing, utility, or equivalent)
- θ Working knowledge of SCADA/DCS systems and related hardware and software
- θ Knowledge and identification of network infrastructure threats or virus, intrusion containment and mitigation techniques
- θ Working knowledge of basic security and networking concepts including: LAN/WAN, firewalls, routers and switches, VPN, encryption, IDS/IPS sensors
- θ Knowledge of third party security tools including Anti Virus (Trend Micro, Symantec, or equivalent). Experience working on, and implementing changes on large networks
- θ Demonstrated ability to communicate (verbal and written) with all levels of internal and external customers.
- θ Demonstrated presentation skills; demonstrated planning and organizing skills
- θ Demonstrated ability to work independently and as a team member Demonstrated ability to set priorities and to respond to changing demands from multiple sources
- θ Ability to exercise discretion and independent judgment in applying established techniques, procedures or standards; demonstrated ability to maintain confidentiality
- θ Demonstrated analytical and problem solving skills
- θ Ability to respond to issues and concerns 24 hours a day; ability to work additional hours; and flexibility to travel, domestically 20% of the time
- θ Experience in regulatory audits is a plus & with NERC Critical Infrastructure Protection standards is a big plus

This is a career building assignment for an experienced technical leader with management communication skills to develop, maintain and manage multiple locations programs with a world class utility organization.

PREP Intl and our client are committed to a drug and alcohol free workplace. To the extent permitted by law, employees are subject to periodic random drug testing and post-accident and reasonable suspicion drug and alcohol testing.

**About PREP Intl:**

Since 2002, [PREP Intl](http://www.prepintl.com) leadership has worked with over 1,100 energy organizations across North America introducing Multi-Modal Training™. Since 2009, [PREP Intl](http://www.prepintl.com) has helped energy organizations prequalify, find, engage and hire the best talent focusing on effective onboarding and talent management.

PREP Intl and our clients are equal opportunity employers who encourage women, veterans and the disabled to apply.

Apply online at <https://www.prepintl.com>