



The City of Long Beach

*invites your interest
for the position of*

Cyber Security Officer



Photos courtesy of Long Beach Convention & Visitors Bureau

The City of Long Beach Community

Located on the Pacific Ocean south of Los Angeles and just west of Orange County, Long Beach is the sixth-largest city in the State of California. Offering all the world-class amenities of a large metropolitan city, coupled with its strong sense of community and pride, Long Beach is one of the most vibrant communities in the country. The City is also committed to using technology to help deliver the best possible services and has been named among the Top 10 “Digital City” in America for 11 consecutive years. With its ideal location in Southern California, year-round comfortable climate, healthy business environment, and far-ranging cultural pursuits, the City is alive with activity.

Long Beach is home to an abundance of cultural and recreational options. Expansive beaches, three marinas, five golf courses, the Aquarium of the Pacific, the Queen Mary, and the annual IndyCar Acura Grand Prix of Long Beach serve to draw 6.5 million visitors a year. The City’s full-service commercial airport has preferred flight schedules, carriers, and an overall accessibility that makes it the travel-friendly alternative to other Southern California airports. In addition, Los Angeles’ rail transit system, the most used light rail system in the country, connects the city to the entire region. Long Beach continues to make significant investments in its parks, beaches, streets, and other amenities (including a new city hall) indicative of the financial stability and health of the City.

City Government and the Department of Technology and Innovation

Long Beach is a full-service Charter City governed by nine City Council members who are elected by the district and a Mayor that is elected at-large. Elected officials also include the City Attorney, City Auditor, and City Prosecutor. The Council Members and the Mayor are subject to a two-term limit, which allows them to serve for a maximum of eight years. The City Council appoints a City Manager and a City Clerk. The City Manager is responsible for the efficient administration of all City departments, excluding those under the direction of a separately elected official, Board, or Commission.



The City of Long Beach provides all traditional public services. In addition to its traditional services, the City also maintains one of the world’s busiest seaports, which serves as a leading gateway for international trade. Long Beach also has its own full-service commercial airport and is one of only three cities in California with its own Health Department. Long Beach is supported by a total FY2022 budget of approximately \$3 billion, with the General Fund budget totaling \$622 million. More than 5,600 full and part-time employees support municipal operations with the majority being represented by twelve employee associations. To learn more about the City of Long Beach, go to www.longbeach.gov.

The Technology and Innovation Department (TID) plans and develops the technology infrastructure for the City and provides a centralized resource for technology deployment and support throughout the City. The Department integrates people, processes, and technology to increase the efficiency and effectiveness of City services through the work of its 181 FTEs while operating on a FY 2022 annual budget of nearly \$75 million. TID is organized into five bureaus: Digital Services, Business Operations, Technology Engagement and Support, Enterprise Information Services, and Infrastructure Services. The Department also manages LBTv, a production studio that develops custom programming and distributes City multimedia content via its broadcast TV station and social media platforms. Additional information about the department is available at www.longbeach.gov/ti.

The City of Long Beach is committed to creating a workplace where every employee is valued for who they are. Having our workforce reflect the diversity of our community at various levels of the organization is a continuous goal embraced by our departments, management staff, and policymakers. To support efforts of fairness and diversity, City Leadership is committed to incorporating equity and inclusion into our work by supporting staff and community partners. We are committed to promoting transparency by publishing updated demographic information for employees, including workforce diversity data and pay by race and gender.

The Position and Ideal Candidate Profile

The Cyber Security Officer (CSO) will be responsible for planning, organizing and directing of the Cyber Risk Division. The CSO will report directly to the Director of Technology & Innovation. The position is part of a TID management team which leads and advises Long Beach to effectively respond to a rapidly evolving technology environment. Its primary role is to safeguard the City's technology and data from security breaches. As the City's technology systems develop and change, it is critical that the City stay ahead of growing security issues to ensure its systems are secure and its constituents' data and financial information remains safe. Also vital is the need to ensure that public safety systems are highly secure but accessible at all times. This position also ensures that the City remains compliant with its regulatory obligations such as Criminal Justice Information Services (CJIS), Payment Card Industry Data Security Standards (PCI) and Health Insurance Portability and Accountability Act (HIPAA) requirements.

Under the direction of the Director, the CSO operates independently to stay focused on overseeing all aspects of cyber risk and security. A key element of the CSO's role is working with executive management to determine acceptable levels of risk for the City. This position will be the point of contact for all cyber risk and security issues and will develop, recommend and implement Cyber policies and procedures in coordination with the TID bureaus. The CSO proactively works with departments and ecosystem partners to implement practices that meet agreed-on policies and standards for information security. This position proactively establishes all necessary security controls in a well thought out, orderly manner to ensure all existing and future configurations are appropriately secure.

This position requires excellent oral and written communication skills and strong interpersonal skills that promote effective and cooperative work relationships at all levels of the organization and across Departments. A resourceful and adaptable operational style along with a team oriented, collaborative leadership style will be essential for establishing positive relationships that infuse energy and enthusiasm in the promotion of innovative solutions and major operational changes.

The ideal candidate is a collaborative, creative and forward thinker, dedicated to quality service, high ethics and governance. Credibility and relationship building are essential to this role as the Cyber Security Officer is expected to provide guidance, influence, and partner with the department and entire city organization, in providing practical solutions and approaches to technology risk management/security. The ideal candidate should have previous experience with municipalities and government security requirements.

Examples of Duties:

- ◆ Develops an information security vision and strategy that is aligned to organizational priorities and enables and facilitates the City's goals and objectives and ensures stakeholder alignment.
- ◆ Creates and manages a unified and flexible, risk-based control framework to integrate and normalize the wide variety and ever-changing requirements resulting from global laws, standards and regulations
- ◆ Oversees portfolio of cyber risk and security processes and applications and originates and implements new processes and applications to ensure efficient and effective cyber security for the Citywide systems.
- ◆ Analyzes information, situations, problems, policies and procedures to define problems accurately, and identify and implement potential solutions systematically.
- ◆ Develops cyber risk technology training programs for City employees.
- ◆ Prepares oral and written reports for senior management, the City Manager's office and elected officials.
- ◆ Delivers exceptional customer support and innovative technology services.

Requirements To File:

- ◆ The position requires a minimum of five years of recent increasingly responsible experience in technology management, cyber security applications and infrastructure, and business process improvement fields in a technology environment similar in size, scope and complexity to the City of Long Beach.
- ◆ A Bachelor's degree is required in Computer Science, Information Technology, Public Administration, Business Administration or a related field. A Master's degree is desirable. Experience may be substituted for education on a year for year basis for a total of nine years experience (four years to substitute for the degree plus the five years recent experience as explained above).
- ◆ Certification as a Certified Information Systems Auditor (CISA), Certified Information Security Manager (CISM), Certified Information Systems Security Professional (CISSP), Certified in Risk and Information Systems Control (CRISC) or equivalent information security certification is desirable.

Compensation and Benefits

The salary range for this position is \$140,000 to \$170,000 annually. Placement in the range will depend on qualifications. The City's compensation package also encompasses an attractive benefits package that includes:

- ◆ Retirement – City offers CalPERS with a benefit of 2.5% @ 55 for Classic members or 2% at 62 for new members as defined by PEPPRA, subject to the limitations set by PERS. Employee pays the employee portion. The City also participates in Social Security.
- ◆ Vacation – Twelve (12) days after one year of service; 15 days after four years, six months of service; 20 days after 19.5 years of service.
- ◆ Executive Leave – Forty (40) hours per year.
- ◆ Sick Leave – One day earned per month; unlimited accumulation; conversion upon retirement to cash credit toward health and/or dental insurance premiums, or to pension credits.
- ◆ Holidays – Nine designated holidays per year, plus four personal holidays to be used at the employee's discretion.
- ◆ Transportation Allowance.
- ◆ Health and Dental Insurance – The City offers an HMO and PPO option for health and dental insurance coverage. The City pays major portion of the premium for employee and dependents depending on the health/dental plan selected.
- ◆ Life Insurance – City-paid term life insurance policy equal to three times annual salary to a maximum of \$500,000.
- ◆ Disability – City-paid short-term and long-term disability insurance.
- ◆ Flexible Spending Account – Optional election for employees to reduce taxable income for payment of allowable childcare or medical expenses.
- ◆ Management Physical – Annual City-paid physical examination.
- ◆ Deferred Compensation 457(b) Plan – Optional for employee contribution to a supplementary retirement savings program available through ICMA Retirement Corporation.
- ◆ Technology Allowance – Monthly smart phone stipend.
- ◆ Remote Work Schedule – This position is eligible for a hybrid telework schedule per approval by management. This position may include primarily remote work with periodic on site work hours once the employee is acclimated to the agency and settled in their new role. If working on a remote work schedule, the employee is expected to be able to report to work within two hours to the work site if needed.



Additional information about the City's benefit package can be found at www.longbeach.gov/hr.

The City of Long Beach is an Equal Employment Opportunity Employer

The Process

If you are interested in pursuing this desirable career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume, and contact information, including phone numbers and email addresses for five work-related references (who will not be contacted until after an interview takes place).

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The final filing date for this recruitment is Friday, May 20, 2022. Following the close of filing, applications will be reviewed, and those candidates determined to be the best qualified will be invited to participate in a selection process which will include a preliminary interview with Avery and an oral interview by a city selection panel.

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424 or by email: paulk@averyassoc.net or Bill Lopez at 408.888.4099 or by email: williaml@averyassoc.net.