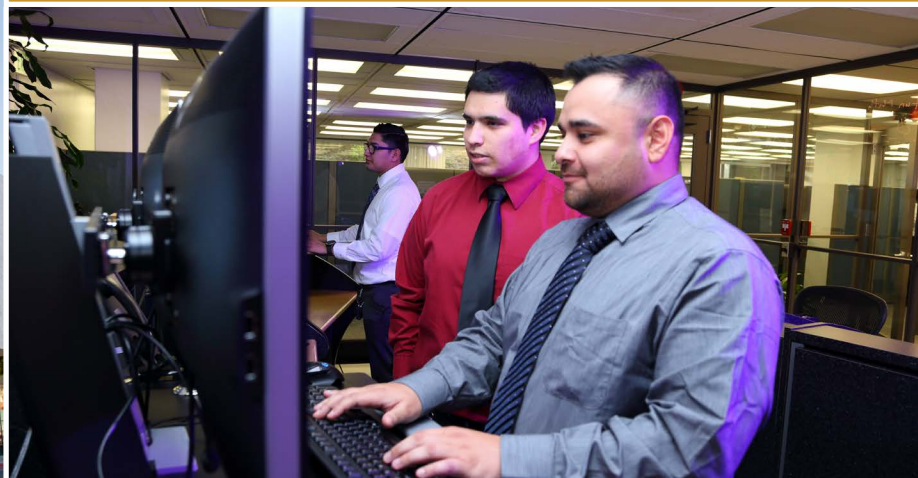




CITY OF RIVERSIDE

**CHIEF INNOVATION SECURITY
OFFICER (NON-CLASSIFIED)**





THE CITY OF RIVERSIDE

From its incorporation in 1870, Riverside has been a prosperous, desirable place to live because of the foresight of its founders and successive leaders and the artistic spirit that pervades the culture of its residents. Today, Riverside is a leading Southern California city offering a blend of hometown charm, history, and hospitality with the vision, energy, culture, and diversity of a sophisticated metropolitan area. With a population of over 314,000, it currently ranks as the 12th largest city in California, 6th in Southern California, and is the economic powerhouse of one of the fastest growing regions in the United States.

Riverside's quality of life is exceptional and getting better each and every day! It's no wonder the City received a perfect score on the Human Rights Campaign Municipal Equality Index, ranked #1 in the US for providing digital city services during the COVID-19 pandemic, #1 U.S. City for Small Business by Inc. Magazine, #2 Hot Spot for Tech in the U.S., #6 Happiest Place in the Nation for Young Professionals, #3 in California and #103 in the World for Economic Performance by the Brookings Institute, Coolest California City by the California Air Resources Board, a Top 25 City for Business by Executive Outlook Magazine, and an Emerald City by the State of California Department of Conservation for sustainable green initiatives and renewable energy.

The City of Riverside seeks an experienced Chief Innovation Security Officer (CISO) to direct and oversee Innovation and Technology (IT) Security programs and operations Citywide. The CISO will set the City's cyber security vision, develop policy, mitigate risk, train others on security policies and practices, ensure systems and data are working and be an IT security business partner for our 17 departments, Chief Innovation Officer, and executive leaders. The ideal candidate will be a hands-on participative leader with extensive experience writing and optimizing IT security policy and procedures, mitigating risk, and serving as a subject matter expert and business partner to the organization. Our CISO should be creative, agile, flexible, and forward thinking to stay on the forefront of IT security.

The City of Riverside is nationally recognized for the innovative technology services provided to its constituents, if you are looking to join a forward-thinking organization in a unique and expanding urban center, this is the job for you!

QUALIFICATIONS

THE POSITION

SALARY: \$135,960 – \$182,124 ANNUALLY

*Positions in this classification may be eligible to have salary increased to a maximum of fifteen percent beyond the regularly assigned top step of the salary range for "outstanding performance", subject to City Manager approval.

The CISO will articulate security risks, form and direct policy, lead short- and long-term security strategies, direct disaster recovery and business continuity plans, and create a culture of awareness and appreciation for cyber security/cyber hygiene by developing and implementing curriculum and training organization-wide. This position also develops and directs information security (cyber security) programs, architecture, vendors and policies that protect the City's information, digital and physical assets. The CISO is an at-will position that reports to the Chief Innovation Officer (CIO), and oversees an approximate budget of \$750K and a security analyst, with dotted-line security oversight of all information technology staff and Citywide technology. We are looking for a highly experienced technical and strategic leader with exposure to more than one of the following regulations:

- Payment Card Industry (PCI),
- Critical Infrastructure Protection (CIP),
- Health Information Privacy and Portability Act (HIPPA), and/or
- Criminal Justice Information systems (CJIS).

IDEAL CANDIDATE:

We seek a proactive, hands-on leader with proven experience in developing and enhancing IT security policies, mitigating risks, and serving as a trusted advisor to the organization. Our ideal CISO is innovative, excellent communicator, action oriented, adaptable, and forward-thinking, consistently staying ahead of emerging IT security trends. We need a solution-driven partner who can unify the department and City under a cohesive security strategy, finding creative ways to enable business objectives while maintaining robust protection.

EXAMPLES OF DUTIES

- Oversee the development and implementation of Citywide information security policies and procedures to protect the City from internal and external information technology threats and vulnerabilities
- Direct the preparation of short and long-term strategies for optimizing the City's Information Security Plan, and formulate and recommend citywide policies for detecting, deterring, and mitigating information security threats.
- Direct and participate in the identification of security risks, development, and implementation of security management practices, and the measurement and monitoring of security protection measures.
- Review and recommend the professional development curriculum for City's Innovation and Technology, security and privacy staff to ensure adequate and appropriate training standards in information security and protection measures, and coordinate related training and awareness programs.
- Direct the development and promotion of security and privacy awareness training and education for all levels of the City's organization structure on an ongoing basis.
- Participate in the development and implementation of disaster recovery and business continuity plans, to ensure that appropriate information technology security measures are addressed.
- Respond to and assist in due diligence and audit requests.
- Conduct periodic departmental cyber security audits.
- Participate in the development, implementation, and compliance monitoring of IT security agreements, business associate agreements, chain-of-trust agreements, Memorandum of Understanding (MOUs), and similar documents that involve access to or exchange of City information to ensure all security concerns are addressed.
- Lead vendor activities, write and evaluate proposals, and negotiate contracts for citywide information security related software, equipment and services, and present recommendations for funding and approvals to the Chief Innovation Officer.
- Ensure that technology decisions made are compliant with enterprise security architecture.
- Collaborate with City Departments on security solutions.
- Participate in systems design to ensure implementation of appropriate cyber security policies.
- Respond to network and system intrusive activity and analyze network traffic and system logs to determine corrective action and implement countermeasures.
- Manage a computer crime or incident scene, including recognition of the proper investigative approach, conducting a field of search to establish probable cause for seizure, proper collection methods, evidence preservation, transportation, analysis, and case management.

OPTION 1:

Education: Equivalent to a Bachelor's degree from an accredited college or university with major study in cyber security administration, information technology, computer science, or a related field. A Master's degree may substitute for one year of the required experience.

Experience: Eight years of progressively responsible information security, server and network security, and information technology experience, including intrusion detection and prevention systems, and preferably involving regulated industries and/or public organizations, and supervisory accountability.

OPTION 2:

Education: Associate's Degree from an accredited college or university with major study in cybersecurity administration, information technology, computer science, or a related field.

Experience: Ten years of progressively responsible information security, server and network security, and information technology experience, including intrusion detection and prevention systems, and preferably involving regulated industries and/or public organizations, and supervisory accountability.

HIGHLY DESIRED QUALIFICATIONS:

- Preferred Certifications:
 - Chief Information Security Officer (CISO)
 - Information Systems Security Professional (CISSP)
 - Information Infrastructure Library (ITIL)
 - GIAC Information Security
 - Computer Security Incident Response (CSIRT)
- Preferred Experience and Education:
 - Experience in a regulated industries and/or public agency.
 - Supervisory accountability.
 - Master's degree in information security, or a related field.
- Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the work may be considered.

NECESSARY SPECIAL REQUIREMENT:

- This position is designated to support the City of Riverside Police Department and therefore the selected candidate must pass an extensive police background check as a condition of employment.



SELECTION PROCESS

The selection process will begin with an employment application package screening, with the best qualified candidates being invited to participate further in the assessment process. This process may include any combination of written, performance, and oral assessments to evaluate job-related education, experience, knowledge, skills, and abilities. Those who successfully complete the selection process will be placed on the eligibility list for this classification.

It is the responsibility of candidates with a disability requiring accommodation in the assessment process to contact the Human Resources Department in writing to request such accommodation prior to the closing date of this recruitment.

Appointment may be subject to the successful completion of a pre-employment background investigation, medical/physical examination, drug and alcohol test.

NOTE: The City reserves the right to modify selection devices and test instruments in accordance with accepted legal, ethical, and professional standards. Candidates may reapply when there is a posting to establish an eligibility list.

All applicants will be notified via e-mail or telephone of their application status and the assessment dates/times/locations after the closing date of this announcement.

To be considered for the position, the following documents are required:

1. Completed Employment Application
2. Completed Supplemental Questionnaire
3. Resume
4. Cover Letter which outlines why you are the ideal candidate for the position.

BENEFITS

The City offers an attractive benefits package, the central provisions of which are as follows:

Retirement for Classic Members - For employees hired after 1/1/2013 who are CLASSIC MEMBERS of California Public Employees' Retirement System (CalPERS) or a reciprocal agency as of 12/31/12 and have not been separated from service from such agency for six months or more, the retirement benefit shall be 2.7% @ age 55; 3-year final compensation. The required employee contribution is 8%. The City does not participate in Social Security; thus, employees do not bear this additional 6.2% expense.

Retirement for New Members - For employees hired 1/1/2013 or later and who ARE NOT a member of the California Public Employees' Retirement System (CalPERS)

or a reciprocal agency as of 12/31/12, or those who have been separated from a public agency which contracts with CalPERS or a reciprocal agency for six months or more, the retirement benefit shall be 2% at age 62; 3-year final compensation. The required employee contribution is 7%. The City does not participate in Social Security; thus, employees do not bear this additional 6.2% expense.

Health Insurance, Dental Insurance, Vision Insurance, Life Insurance, Deferred Compensation, Leave Benefits, Flexible Spending Account, Long Term Disability. Please refer to the [2024 Chart of Benefits](#) available via the link below.

For additional benefits information, please visit: RiversideCA.gov/human/employee-hub/benefits/about-1

To apply, visit RiversideCA.gov/Jobs



COMMUNITY PROFILE

FISCAL YEAR 2023 – 2024

CITY OF RIVERSIDE

2.7 Million
20-Mile Radius Population

317,558
Riverside Population (2023)

Hispanic or Latino	179,421	56.5%
White	110,868	34.9%
Black or African American	20,073	6.3%
American Indian and Alaska Native	6,269	2.0%
Asian	23,847	7.5%

Native Hawaiian and Other Pacific Islander	1,094	0.3%
Other Race	99,721	31.4%
Population of Two or More Races	55,686	17.5%

COMMUNITY & ECONOMIC DEVELOPMENT

53,000+
Inspections/Virtual Inspections

40,000+
One Stop Shop Customers

6,000+
Permits Issued
(Highest Since 2006)

\$1B+ in Private Development



General Plan Update

Northside Plan

Innovation District



\$2B+ in Public Infrastructure

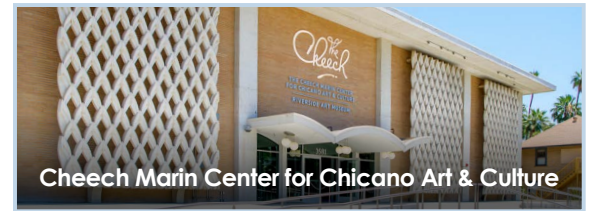
Sewer Master Plan

Parks Master Plan

Active Transportation Plan

\$200M in Grant Valuation

\$330M+
Construction Valuation
FY 2022/2023
(highest since 2006)



PUBLIC WORKS

Residential
Tons of Refuse Collected

21,521
Recycling

88,197
Trash

41,134
Green Waste

Commercial
Tons of Refuse Collected

20,004
Recycling

156,600
Trash

3,106
Green Waste

PUBLIC SAFETY

370
Sworn Police Officers

2 Helicopters

3 Police Stations

30
Public Safety Engagement Team Members

20
Parks and Neighborhood Specialists

9 Police Dogs

225 Sworn Firefighters

14 Fire Stations

1 Urban Search and Rescue Team CA Task Force 6

1 Training/Emergency Operations Center

57
Fire Apparatus

9,717
Fire Hydrants

LIBRARIES

 **8** Libraries

 **295,966**
Library Card Holders

 **317**
Public Access Computers

 **3,907,422**
Library Page Visits

 **570,990**
Audio-Visual Materials

 **261,295**
Library Books

 **796,819**
Annual Circulation

 **51,374**
Annual Attendance in Library

PARKS & RECREATION

 **68**
Parks

 **4** Child Care Centers

 **6** Splash Pads

 **48** Softball / Baseball Diamonds

 **12** Community Centers

 **8** Gyms

 **78** Playgrounds

 **43** Soccer / Football Fields

 **3** Senior Centers

 **2,983**
Gross Acres Maintained

 **2** Skate Park Areas

 **75** Basketball Courts

 **2** Social Service Centers

 **7** Public Swimming Pools


 **1** Public Golf Course

 **26** Tennis Courts

RIVERSIDE PUBLIC SCHOOLS

 **2** School Districts

 **43** Elementary Schools

 **11** Middle Schools

 **11** High Schools

California School of the Deaf, Riverside



1 OF 2
Schools of the Deaf
in California

Sherman Indian High School

1 OF 2


Bureau of Indian Education-Funded Schools in California



- California Baptist University
- La Sierra University
- Riverside City College
- University of California, Riverside

PUBLIC UTILITIES

 **66,441**
Water Meters in Service

 **17,089,969,062**
Total Gallons of City Water Consumed Annually

 **51%** Carbon-Free Energy
(45% Renewable + 6% Zero-GHG)

 **112,751**
Electric Meters

 **2,161,000,000**
Total Kilowatt Hours Used by Customers Annually