



# Information Security Manager

**Department:** IT Operations

**Reports to:** Chief Technology Officer

**Main Location:** Cambridge House, Henry Street, Bath

## About Novia

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Novia Financial is an award-winning financial technology company based in the heart of Bath, just a 5-minute walk from the train and bus stations. We are entering a period of sustained enhancements to the platform and the surrounding services that we provide, and as a result, we need to increase our development capacity and expand our capabilities.

We are determined to deliver technology that will keep us ahead of the competition and there are opportunities for both experienced IT professionals and those willing to learn on their feet to help us meet that challenge. If you like working in a highly collaborative environment geared towards frequent delivery of high value and quality business solutions, Novia could be your next step.

We are based in the heart of Bath and are just a five-minute walk from the train and bus stations. For more information about us, please visit <https://www.novia-financial.co.uk/>

### Our key objectives:

Novia is embarking on a significant period of growth that will result in us having the best wealth management platform in the industry combined with an efficient operation that enables great outcomes for our end-users. To achieve this, we need outstanding individuals to join the team to enable and support the following outcomes:

- > Deliver sustainable value to our customers and colleagues in the possible time with the maximum benefit.
- > Make service a source of differentiation and competitive advantage.
- > Create a healthy work environment that supports team members to thrive and develop through continuously learning.
- > Optimise cost-to-serve so that we can provide the best value platform in our industry.
- > Embed common ways of working across teams and with our key partners to deliver business and technical agility.
- > Foster and optimise operational excellence in everything we do.

## About the role

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The Information Security Manager is responsible for influencing and leading Novia's adoption of the public cloud and defining and implementing the security policies, practices, procedures and controls across the complete IT estate.

Reporting to the Chief Technology Officer, they will be responsible for implementing and embedding security practices and ways of working across the complete development/support lifecycle so that our wealth management platform services are functional, secure and have the capacity to scale effortlessly.

The Information Security Manager will work with internal and external development teams, using the Essential SAFe Framework and DevSecOps mindset.

The role will involve:

- > Creation and implementation of the cyber security strategy in collaboration with colleagues in operations and compliance. Conducting a continuous assessment of current IT security practices and IT systems and identifying areas for improvement to minimise the risk of cyber-attacks.
- > Ensuring regulatory compliance and governance is met.
- > Design and implementation of simulated security breaches and recovery scenarios.
- > Running security audits, penetration tests and risk assessments.
- > Identification and evaluation of business and technology risks.
- > Managing the IT security budget and communicating this with the appropriate parties.
- > Design, planning and implementation of an overarching securing programme and controls to include:

# /Information Security Manager

- Identifying, classifying vulnerabilities and risks across our IT estate, and finding the best way to secure our IT applications and infrastructure.
  - A monitoring regime for attacks and intrusions and reporting their impact.
  - Definition of identity and access management policies and procedures, including controls and monitoring of abuse of permissions by authorised system users.
  - Embedding security during the design and development stages of our wealth platform for both internal and external teams.
  - A third-party IDS and SOC.
  - Data loss prevention controls including data encryption regime.
  - An information asset repository.
  - An ongoing cyber security education programme.
- > Constantly challenging existing practices and processes and suggest improvements. Developing, implementing and sharing best practice.

You will, from time to time, be required to undertake other activities that fall within your capabilities as directed by management.

## About you

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You are a seasoned IT security professional, and a team player who welcomes accountability and end-to-end ownership for developing and implementing solutions.

You are committed to ongoing personal development and lifelong learning and continuous exploration of opportunities to embed security in all aspects of the s/w development and support lifecycle. Your background will include:

### Essential:

- > Minimum of two years' management or supervisory experience in a similar role. A deep understanding of the cyber security risks associated with various technologies and ways to manage them, ideally gained in a regulated environment.
- > Proven experience of working within a DevSecOps environment.
- > A recognised security related qualification, ideally CISSP.
- > Penetration and vulnerability testing including remediation.
- > A good working knowledge of various security technologies such as network and application firewalls, host intrusion prevention and anti-virus.
- > Excellent IT skills, including knowledge of computer networks, operating systems, software, hardware and public cloud hosting.
- > Analytical and problem-solving skills to identify and assess risks, threats, patterns and trends.
- > Teamworking skills in order to collaborate with team members and third-party providers.
- > Excellent verbal and written communication skills, including report writing, presentation skills, with an ability to communicate with a range of technical and non-technical team members and other relevant individuals.
- > Planning and organisational skills to manage a variety of tasks and meet deadlines.
- > The ability to multi-task and prioritise your workload with good attention to detail. Able to work under pressure, particularly when dealing with threats and at times of high demand.

### Desirable:

- > Experience in gaining ISO 27001 accreditation.
- > Degree qualification or equivalent – preferably in a maths, science, computer science or similar field.
- > Proven experience of working within a SAFe framework.
- > Experience of working in the UK Financial Services sector.

## Working at Novia Financial

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### Some of the benefits of working at Novia Financial:

- > Competitive salary.
- > Discretionary bonus each year.
- > Working from home options available.
- > Flexible working hours available.
- > 25 days holiday per calendar year plus bank holidays, with the option to purchase or sell up to 5 additional days per year.
- > Tech Scheme (buy discounted electrical products and pay back monthly via Company payroll).
- > Cycle to Work scheme.
- > Supported and encouraged professional development.
- > Hack days.
- > Attend conferences and meet-up events.
- > Regular social events.
- > Flexible dress code in the office.
- > Private Medical scheme.
- > Income protection scheme.
- > Group contributory pension scheme.
- > Internal mentoring scheme.
- > Employee Assistance Programme (EAP).
- > Interest free season ticket loans for travel costs.
- > Various corporate gym membership rates.
- > Novia Foundation Day in support of charitable activities.

### What's it like to work at Novia Financial:

Novia has a culture based on transparency, trust, collaboration, achievement and fun. We appreciate one and other and are outcome oriented. We want to help you achieve, within a team environment, grow your career and set you up for success – while also recognising the importance of a healthy work/life balance. We are selective on who we employ making sure that candidates have the values and behaviours required to become a 'Novian.'

Working at Novia is a bit like climbing a mountain. We all know which way is up, make sure if someone slips the rope is secure and they don't fall, and we all reach the summit together and celebrate not only our achievement but how we got there. If you think you have the makings of becoming a Novian, then email us an up-to-date CV to [jobs@novia-financial.co.uk](mailto:jobs@novia-financial.co.uk) along with a short note to capture our attention.