



Cyber Security Engineer

Department: IT Operations

Reports to: Information Security Manager

Main Location: Cambridge House, Henry Street, Bath

About Novia

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

The Cyber Security Engineer is responsible for helping us to secure our operating platform and protect our key stakeholders, IT infrastructure, information, assets and business operations.

Reporting to the Information Security Manager, the successful candidate will work with key business stakeholders, DevOPS, SOC, and third party providers to ensure that we operate a robust Cyber Security infrastructure and ISO27001 ISMS that is highly effective in protecting the business, in line with our commitment to clients and our regulatory obligations.

The role will involve:

- > Managing, operating, maintaining, and monitoring our Cyber Security infrastructure, to ensure all systems and processes are configured in line with best practice, fully operational, and highly effective at defending the operating platform against prevailing threats, vulnerabilities, and risks.
- > Working in conjunction with the SOC to ensure that use cases, monitoring, and alerting are appropriate and focussed on detecting and addressing the full spectrum of threats, vulnerabilities, and risks, that are relevant to our business.
- > Ensuring that security alerts and incidents are investigated, escalated in line with the Incident Handling playbooks, and remediated. Ensuring that appropriate root cause analysis is undertaken and working with colleagues and partners to implement corrective and preventative actions.

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- > Working with colleagues in DevOps and third-party providers to ensure that our technology stack is suitably hardened and provisioned in line with best practice.
- > Working with colleagues in DevOps and third-party providers to ensure that an effective program of vulnerability patching is operated across the technology stack.
- > Operating the core elements of the ISMS: maintain an information asset inventory, model/identify relevant threats, identify specific vulnerabilities in the operating platform, perform risk analysis, identify, propose, implement, and monitor the performance of corrective actions and controls.
- > Supporting the ongoing improvement of BCP/CDR.
- > Participating in the continuous review and improvement of our ISMS and Cyber Security Infrastructure.

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

About you

You are a credible, experienced IT professional who can evidence a talent for:

- > Supporting contemporary IT infrastructures built on contemporary Microsoft and Open Source technologies.
- > Deploying and operating a range of Information Security technologies, techniques, and best practices to protect these platforms.

You are a team player who welcomes accountability and end-to-end ownership for developing and implementing Information Security solutions.

You are committed to ongoing personal development and lifelong learning to develop your knowledge and skills.

Essential:

- > A minimum of four years' practical experience in supporting, and securing IT Infrastructures, built on contemporary Microsoft and Open Source technologies.
- > Practical experience of operating in line with formal standards and within an Information Security Management System.
- > A great understanding of security principles and a good working knowledge of security technologies such as network and application firewalls, IDS/IPS, SIEM, AV, Web/Email protection, DLP.
- > Good analytical and problem-solving skills to identify and address risks, threats, alerts, and incidents.
- > A team player who can effectively collaborate with team members and third-party providers.
- > Effective verbal and written communication skills, with an ability to communicate with a technical and non-technical audience.
- > Ability to manage, prioritise, organise, and deliver a variety of tasks to a high standard, and in line with specification and plan.
- > Ability to work under pressure, particularly when dealing with incidents and at times of high demand.

Desirable:

- > A recognised Information Security accreditation - SSCP, CISSP, CCSP, or ISO27001 Lead implementer.
- > A recognised Microsoft accreditation - MCA, ASEA, MCSA, or MCSE.

Working at Novia Financial

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 along with a short note to capture our attention.