

Director, Information Security

Mission Aviation Fellowship (MAF), a Christian nonprofit organization founded in 1945, is seeking people who share our passion for seeing the Great Commission carried out near and far. MAF operates globally, but its headquarters are located in Nampa, Idaho. As a part of this organization, this position is a vital part in bringing the Gospel, healthcare, education, disaster relief, food and clean water to isolated people in developing countries.

A Brief Overview

The Director, Information Security works cross-divisional boundaries to develop a comprehensive strategy to protect information assets, ensuring data privacy and compliance with U.S. and international regulations. This role actively evaluates and mitigates security risks, manages threats, and oversees policies and practices that safeguard MAF and donor data, as an essential part of the work of MAF so that the Gospel is proclaimed, and God's Kingdom is extended.

Essential Duties

- Strategic Leadership and Policy Development (40%)
 - Global Security Strategy Development: Develop, implement, and oversee a global information security strategy and roadmap in alignment with MAF-US's mission and international presence.
 - Standards & Practices Development: Formulate and maintain security standards and procedures, setting organizational standards for information security, ensuring compliance with both U.S. and international regulations like HIPAA, PCI-DSS, and GDPR
 - Secure Practices Implementation: Lead the adoption of effective practices to protect sensitive data, developing methods and procedures for data protection that align with legislative and policy requirements.
 - Identity Management: Develop an IAM strategy in collaboration with IT Infrastructure team and govern the implementation of said strategy for self-hosted and SaaS/Enterprise applications.
- Risk Management and Compliance (30%)
 - Risk Assessment and Mitigation: Conduct regular risk assessments, identifying vulnerabilities and strategizing to mitigate risks.
 - Regulatory Compliance Monitoring: Stay updated on and ensure compliance with evolving security legislation and advisories relevant to MAF-US
 - Software Contract Review: Participate in reviewing new software contracts to ensure they adhere to privacy best practices and protect organizational data.
 - Disaster Recovery Planning: Develop and oversee disaster recovery and business continuity plans, ensuring robust backup and recovery strategies for both cloud and on-prem data are occurring and audited, and that recovery processes are regularly demonstrated.
 - SIEM Implementation: Design, implement, and oversee a SIEM solution to ensure comprehensive visibility across the network and devices, enabling proactive monitoring and security incident management in partnership with the IT Infrastructure team.
- Incident Response and Advisory (20%)
 - Incident Response Management: Develop and manage an incident response plan, leading the organization through security breaches, coordinating with legal, insurance and authorities as applicable.
 - Security Advisory: Provide expert advice on information security, impacting both strategic decisions and operational activities.
- Training and Technical Guidance (10%)
 - Security Awareness Training: Develop and deliver comprehensive training programs on information security risks and responsibilities.
 - Technical Oversight: Offer guidance on technical security measures like end-point management, web filtering, MDM, DLP, and patch management, ensuring the IT team implements these based on best practices.

- Promotion of Security-Conscious Culture: Collaborate with other departments to foster an understanding and adherence to security standards and practices.

Qualifications

- Bachelor's degree in a related field or the equivalent combination of education and experience required.
- 5 years experience in IT or Security Management required.
- CISSP, CompTIA Security, GSEC Security Certification, or CISM preferred within the first year.

Competencies

- Oral/Written Communication
- Thoroughness
- Analytical Thinking
- Decisiveness
- Customer Orientation
- Fostering Teamwork
- Forward Thinking
- Building Collaborative Relationships
- Initiative

Skills

- Advanced understanding of security best practices (encryption, data protection, design, privilege access, etc.)
- Advanced knowledge of compliance management and certification (PCI, GDPR, CCPA, HIPAA).
- Advanced understanding of Contract review and SOC report evaluations
- Intermediate experience with managing and implementing standard security technologies (DLP, SIEM, SOAR, AV, IDS)
- Intermediate proficiency in planning, reporting, establishing goals and objectives, standards, priorities, and schedules.
- Intermediate understanding of networks technologies (protocols, design concepts, access control)
- Intermediate knowledge of Data Protection, Retention and Recovery for catastrophic failure/loss prevention

Physical Requirements

- Frequent walking and sitting.
- Occasional kneeling, crouching, crawling, standing, walking, and stooping.
- Lifting, carrying, pushing, and pulling of up to 75 lbs.
- Requires accurate vision, hearing, and fine motor skills.
- Moderate international of up to two trips per year for a duration of one week to one month each for on-site support of computer and network systems

MAF offers a competitive benefits package which includes affordable and rich medical (basic or HDHP), dental and vision insurance; vacation and sick leave accrual begin at date of hire; ten paid holidays per year, plus two personal days; 403(b) plan with up to 5% employer match; paid parental leave; life insurance; both short and long-term disability. Total Rewards package increases the base salary by an average of ~\$35,000 per staff member.

MAF is committed to creating and maintaining a work environment free from any form of unlawful discrimination or harassment. As a faith-based religious organization pursuant to the Civil Rights Act of 1964, Section 702 (42 USC @2000e), MAF has the right to and does solely hire candidates who agree with our Statement of Faith and agree to abide by our Standards of Conduct.

MAF seeks to create a workplace that is intentional about Kingdom Inspired Diversity. Our commitment to our employees extends to their opportunities for personal and professional growth and development. We will make reasonable accommodation for qualified individuals with known disabilities, unless doing so would result in undue hardship to the organization.