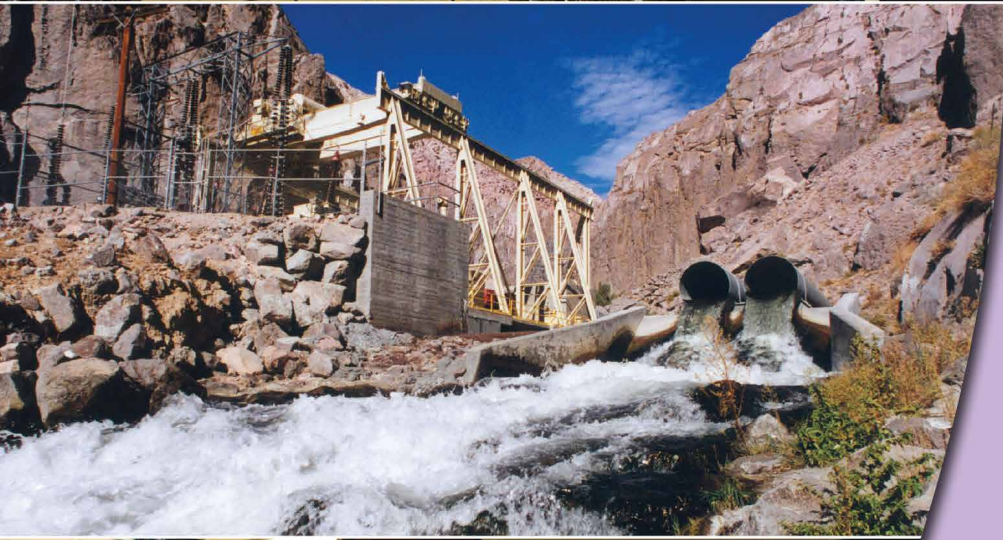




CITY OF LOS ANGELES,
DEPARTMENT OF
WATER AND POWER

INVITES YOUR
INTEREST IN
THE POSITION OF

DIRECTOR OF
CYBER SECURITY



THE COMMUNITY

The City of Los Angeles (population 3.9 million) is the largest city in California and the second-largest in the nation. It is a trend-setting global metropolis with a fascinating history and a rich cultural heritage. Known for being the entertainment capital of the world, Los Angeles also offers Michelin-starred restaurants, major sports events, multicultural and eclectic neighborhoods, 75 miles of coastline, and hundreds of miles of cycling and hiking trails. Cultural attractions for residents and visitors alike include the Space Shuttle Endeavour, Walt Disney Concert Hall, the Getty Center, art galleries, and urban art. Los Angeles offers something for everyone, from visitors and new residents to lifelong Angelenos.

THE DEPARTMENT

The Los Angeles Department of Water and Power (LADWP), the largest municipal water and power utility in the nation, was established more than 100 years ago to deliver reliable, safe water and electricity to 3.8 million residents and businesses in Los Angeles and currently provides its 666,000 water customers and 1.4 million electric customers with quality service at competitive prices. As a revenue-producing proprietary department, the LADWP transfers a portion of its annual estimated electric revenues to the City of Los Angeles general fund. LADWP's operations are financed solely by the sale of water and electric services. Capital funds are raised through the sale of bonds, and no tax support is received. A five-member Board of Water and Power Commissioners establishes policy for the LADWP. Leadership of the Department is provided by a General Manager, supported by an executive team comprising the Chief Operating Officer; Chief Financial Officer; Chief Administrative Officer; Chief Information Technology Officer; Chief Sustainability and Economic Development Officer; Senior Assistant General Manager – Water System; Executive Director of Power System Engineering and Technical Services; Executive Director of Power System Construction, Maintenance, and Operations; and Managing Senior Assistant City Attorney.

LADWP's more than 9,000 employees reflect the spirit of an agency that has had its share of pioneers, visionaries, civic leaders and heroes in its first century, which will serve as its foundation for a

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successful tomorrow. The Department is committed to the residents of Los Angeles; in addition to enhancing communications with certified neighborhood councils, the LADWP also hosts an annual Science Bowl competition for LAUSD students, provides speakers and community exhibits for large events, and hosts an annual Lineman's Rodeo.

THE POSITION & IDEAL CANDIDATE

The Director of Cyber Security position is new to the Department of Water and Power. Under the direction of the Chief Administrative Officer, the Director of Cyber Security will be responsible for the design and implementation of a multi-year, enterprise-wide cyber security strategy. The ideal candidate for this position will possess not only the technical skills and knowledge necessary but also demonstrate strong leadership and effective management. The chosen candidate will be forward-thinking, able to analyze and accurately project the needs and staffing and make well-supported recommendations.

The chosen candidate will direct, through subordinate managers, the design, development, implementation, operation, maintenance, and upgrades of all LADWP cyber security systems and infrastructure to protect the confidentiality, integrity, and availability of all proprietary/intellectual property, voice and data networks, applications, network infrastructure, and associated information assets. He or she will oversee comprehensive cyber security and assist with,



as appropriate, physical security audits of LADWP's Critical Infrastructure against NERC CIP standards. This position will establish and maintain LADWP cyber security standards, policies, and procedures, which ensure compliance with applicable Federal, State, and local laws and ordinances.



The Director of Cyber Security will also work closely with the Director of Security and Emergency Management related to physical security needs and the Chief Information Technology Officer related to network infrastructure needs, along with other senior-level managers, and be responsible for managing key external relationships with vendors, service providers, business partners, industry forums, and others. Key vendors include those that provide after-hours cyber security services to LADWP (integrated with Homeland Security) and background checks that are required for LADWP employees every seven years.

Minimum qualifications for this position include:

- Bachelor's Degree from a recognized four-year college or university in Cyber Security, Computer Science, Information Systems, Electrical Engineering, or a related technological field;
- CISSP Certification; and
- Five (5) years of senior level management experience working on cyber security development, implementation, or auditing within a regulated industry (preferably electric or water utility).

A Master's Degree is preferred, and CISA, CPP, ICS-CERT, GCIH-GIAC, GAWN, PCI QSA, PSP, or other related professional security certifications are desired. Experience interacting with elected officials, boards/commissions, and state and federal cyber-security experts also desired.

Core competencies for this position include:

- Knowledge of FERC, NERC CIP, and RTO Standards as they apply to LADWP;
- Knowledge of NERC/WECC Compliance Monitoring and Enforcement Programs;

- Knowledge of HIPAA, customer information, vendor/procurement systems, and Payment Card Industry (PCI) handling requirements as they apply to LADWP;
- Working knowledge of industry leading tools (SIEMS, application test, intrusion detection tools, etc.) and leading enterprise cloud/virtual architectures (hypervisors, cloud-computing services and on-demand computing platforms, Open Stack, ICIT, JIE, etc.) and security/networking components and tools (logging, monitoring, access controls, boundary protection, etc.);
- Broad technical background using security technologies such as intrusion prevention/detection; firewalls; anti-virus/malware protection; data loss prevention; vulnerability management; endpoint security; perimeter security; security monitoring; identity and access management; risk management; and risk reporting platforms to address denial of service, malware propagation, directed compromise, phishing, information leakage, insider threats, and worm/wiper scenarios;
- Knowledge of central and distributed computer systems, including legacy mainframe systems; and
- Experience in professional presentation development and delivery of complex technical information to both technical and non-technical audiences.

The chosen candidate will be forward-thinking, able to analyze and accurately project the needs and staffing and make well-supported recommendations.

A full position description is available upon request.

THE COMPENSATION

The salary range for the Director of Cyber Security is \$187,000 - \$233,000 annually; placement within the range is dependent upon qualifications. LADWP also offers an attractive benefits package including:

Retirement – Department has its own retirement system (Los Angeles Water and Power Employees' Retirement Plan); full details available online at retirement.ladwp.com.

Deferred Compensation – Up to \$18,000 under age 50 and \$24,000 above age 50 may be voluntarily deferred annually using pre-tax and after-tax dollars.

Health and Dental Insurance – Department subsidizes up to the Kaiser Family and Delta Dental family rates.

Vacation – Accrual of 15-20 days annually, based upon job-related work experience.

Holidays – 11 paid Department holidays and 2 floating holidays annually.

Sick Leave – 40 hours annually; only first 2 days of time off per injury/illness are charged to sick time bank (additional time off during first two weeks of illness/injury is paid but not charged to sick time bank). Cash-out option for unused sick time up to 80 hours per year.

Personal Business Paid Time Off – Allowed reasonable time off, with limits undefined, for personal reasons when authorized in advance by a supervisor and without undue interference with normal work routines; exempt and salaried managers not subject to any salary deductions from any absence from work for less than a full day.

Life Insurance/Death Benefit – 27x monthly salary paid to beneficiary, plus refund of member's retirement contributions and interest; family death benefit for minor or disabled dependents of employee also provided.

Other benefits provided by the Los Angeles Department of Water and Power include a free annual executive physical, Employee Assistance Program, temporary and permanent total disability benefits, healthcare and dependent care assistance flexible spending accounts, relocation assistance, four fitness centers, and preferred parking.



TO APPLY

If you are interested in this outstanding opportunity, please visit our website at www.bobmurrayassoc.com to apply online.

**Filing Deadline:
March 17, 2017**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray and Associates. Candidates will be advised of the status of the recruitment following finalist selection. Finalist interviews will be held with the City of Los Angeles Department of Water and Power. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval.

If you have any questions, please do not hesitate to call Mr. Gary Phillips at:

(916) 784-9080

