California Cybersecurity Integration Center Commander

Unique Opportunity

The California Governor's Office of Emergency Services is seeking a dynamic, innovative, and collaboratively minded leader, with a passion for both public service and cybersecurity, to serve as Commander of the California Cybersecuity Integration Center

Cal OES Mission

We protect lives and property, build capabilities, and support our communities for a resilient California.

As the leader of California's homeland security strategy and initiatives, we seek to prevent, respond to, and mitigate against all natural and human-caused threats, including cybersecurity threats.

California Governor's Office of Emergency Services (Cal OES)

Cal OES is the nation's premier state-level homeland security and emergency management agency, charged with protecting California from all threats and hazards, whether natural or human-caused. In addition, Cal OES oversees California's vast network of public safety communications infrastructure, including the state's 9-1-1 system. Cal OES also oversees the state's homeland security grants unit, administering over $1 billion in grants funding at any one time.

The sheer size of Cal OES' geographic jurisdiction underscores the importance of its vital mission. California has the fifth largest economy in the world, and is the most populous state in the country. Eight of the United States' 50 most populous cities reside within California, as does the world's busiest land border crossing (San Ysidro); the world's premier center of technological innovation (Silicon Valley); the busiest cargo port on the Pacific Coast of the Western Hemisphere (Long Beach); the United States' largest food-producing region (the Central Valley); as well as several cultural destinations that attract millions of domestic and foreign visitors every year. While these features help describe California's size and scale, they also make California a potentially attractive target to a variety of bad actors. California has been, and likely will continue to be, such a target for cyberattacks mounted by transnational criminal organizations, international terrorists, and the most sophisticated of foreign state adversaries.

The California Cybersecurity Integration Center

Created by executive order in 2015, and gaining full statutory authority in 2018, the California Cybersecurity Integration Center, or "Cal-CSIC," is a unique, interdisciplinary and inter- department organization poised to become a leader in cybersecurity innovation. As envisioned by the California Legislature, the Cal-CSIC's responsibilities are broad, and include:

•Developing a statewide cybersecurity strategy;

•Overseeing a Cyber Incident Response Team, which serves as California's primary unit in cyber threat detection, reporting, and response for the public and private sectors;

•Assisting law enforcement partners in criminal investigations of cyber-related incidents;

•Collecting and sharing cyber threat information among state agencies, utilities, academic institutions, private companies, and others throughout the state;

•Providing warnings of cyberattacks to government agencies and nongovernmental partners;

•Supporting public and private sector partners in protecting their vulnerable infrastructure and information technology networks; and

•Assessing risks to critical infrastructure and information technology networks.

Unique among state agencies, the Cal-CSIC draws expertise not just from its own staff, but from partner organizations who "shall" help comprise the Cal-CSIC's personnel. These organizations include the Office of Information Security; California Highway Patrol; Military Department; Office of the Attorney General; California Health and Human Services Agency; California Utilities Emergency Association; University of California, California State University and California Community Colleges; US Department of Homeland Security; FBI; US Secret Service; and US Coast Guard.

Drawing on these authorities and partners within an innovative, integrated, whole-of-government structure, the Cal-CSIC stands to become a nationwide model in cybersecurity.

Adding to its strengths, the Cal-CSIC is collocated with the State Threat Assessment Center (STAC), which oversees the intelligence-gathering and analytical efforts of the state's five fusion centers. Drawing on the STAC and its subsidiaries, the Cal-CSIC is well-positioned to leverage a vast network of all-source, all-hazards intelligence collection to enhance its cybersecurity mission.

The Position

A gubernatorial appointee, the Commander of the Cal-CSIC is the Cal-CSIC's leader and chief executive. The Commander must cultivate the Cal-CSIC by directing the development of policies and processes that enable the Cal- CSIC's success. The Commander will drive the Cal-CSIC toward successful statewide operations, completing cyber threat analyses and building cybersecurity partnerships with public and private entities.

The Commander will add the necessary personnel, develop organizational structures, expand capabilities, and further define the Cal- CSIC's role. In addition, the Commander will work with the STAC Commander, and partner agencies including the California Highway Patrol, Department of Technology, the Military Department, and the Attorney General's Office, to manage the implementation of technology solutions to enhance Cal OES' dissemination of raw and finished cyber threat intelligence. The Commander

will also serve as the state's principal cybersecurity liaison across state agencies, as well as to local, federal, non-governmental and private sector counterparts.

In addition to being an organizational leader, the Commander is a subject matter expert who has experience, knowledge, skills and abilities in the following areas:

•Executive leadership in multi-agency boards, commissions, or committees;

•Work on behalf of elected or appointed government officials at the local, state or federal level;

•Effectiveness in leadership directing multiagency, interdisciplinary teams charged with safeguarding information technology assets and cyber networks;

•Providing policy advice on cyber incident response, including the design and deployment of cyber response teams;

•In-depth knowledge of state-of-the-art cyber defense strategies and mitigation efforts, including hardware and software, and network protection configurations;

•Knowledge of homeland security strategies, particularly with respect to California, and their interrelationship with cybersecurity policy;

•Familiarity with cyber risk management and threat prevention methods; and

•Ability to analyze and develop statewide cybersecurity policies

and ensure effective implementation of processes.

Ideal Candidate

The ideal candidate for this critical role has experience as a cybersecurity intelligence manager or supervisor; is a dynamic and proven leader, and effective public speaker; has a strong knowledge of law enforcement and homeland security disciplines; and is well-versed in the technical aspects of threat assessment and Cal OES' role within the homeland security enterprise. The ideal candidate will also have the following personal and professional attributes:

•Exceptional interpersonal skills; ability to establish and earn the trust of those with whom s/he collaborates;

•Outstanding diplomatic skills; the ability to interact with elected officials, law enforcement officials, firefighters, technical specialists, incident support team members and others;

•Absolute integrity;

•Professional demeanor;

•Collaboratively-minded; a team player who can pro-actively connect with internal and external stakeholders;

•Flexibility and adaptability; ability to work in a high-pressure, high-stakes environment;

•Outstanding organizational skills; attention to detail while maintaining a big-picture perspective; and

•Willingness to travel throughout the state, work long

hours, and be on call to assist with emergencies of all types.

Education and Experience

•Any combination of education, training, and experience that provides the required knowledge, skills, and abilities is qualifying.

•Education: Typical education includes possession of a Bachelor's degree from an accredited college or university. (Additional qualifying experience may be substituted for the required education on a year-for-year basis).

•Experience: Typical experience includes at least 4 years of supervisory, administrative, or equivalent staff-level experience in a local, state or federal services organization with major responsibility for cybersecurity.

Compensation and Benefits

This is an appointed position. The annual salary range will depend on the qualifications and experience of the successful candidates.

•CalPERS Retirement: Retirement formula will be determined by incumbent status with CalPERS

•Benefits include health, dental, vision, and life insurance

The Sacramento Area

Sacramento – California's capital city, historic center of the Gold Rush, and the center of state government. This vibrant metropolis is known by a number of different nicknames: "Camellia Capital" for the city flower found so abundantly in

Sacramento neighborhoods; "City of Trees" due to the countless miles of tree-lined streets and wooded parks in the region; "River City" by virtue of two major rivers (Sacramento and American) that converge near historic Old Sacramento; and "Farm to Fork Capital" for the abundance of fresh food grown and raised nearby. Clearly, Sacramento is much more than just the "Capital City."

Sacramento is conveniently located between the Pacific Ocean (San Francisco) to the west and the Sierra Nevada Mountains (Lake Tahoe) to the east. The metropolitan area, consisting of Sacramento and parts of Yolo, Placer, El Dorado, Sutter, and Yuba Counties has a population of approximately 2.1 million. Sacramento County has a population exceeding 1.4 million. With a population of approximately 500,000, Sacramento is the sixth largest city in California. Many factors contribute to the economic success of the region. A principal reason Sacramento has retained its attractiveness is that it offers some of the most affordable housing prices of major cities in the State. Many new residents have relocated from the San Francisco Bay Area and Southern California to take advantage of Sacramento's employment opportunities, moderate housing prices, reasonable cost of living, competitive salaries, and excellent quality of life. Sacramento is proud of its cultural diversity. In fact, Time Magazine declared Sacramento to be the most integrated city in

the country.

The Sacramento region offers amenities that are attractive to those with an active lifestyle. Hiking, biking, golfing, snow-skiing, kayaking, water-skiing, boating, wine-tasting, and other sports and recreational opportunities abound. Educational opportunities are plentiful with the Sacramento region being home to California State University- Sacramento, University of California Davis, University of San Francisco, University of Southern California Sol Price School of Public Policy, christened the brand new Golden One Center in downtown Sacramento fall 2016. Each summer, Sacramento hosts the California State Fair which attracts more than a half million visitors annually. Sacramento Kings, the 2003, 2004, 2007, and 2008 Pacific Coast League champion Sacramento River Cats baseball team, the annual world-class Sacramento Music Festival (formerly Sacramento Jazz Festival), and many other recreational, entertainment and cultural activities. Each December, Sacramento attracts some of the world's top long-distance runners to the California International Marathon. Historic Old Sacramento, the State Railroad Museum, Crocker Art Museum, Governor's Mansion, Sacramento Zoo, Sutter's Fort, American River Parkway, Music Circus, Sacramento Convention Center, California State History Museum, and State Capitol Building are other attractions located in the immediate area.

Top-name entertainers perform at Golden One Center and Memorial Auditorium. Each summer, Sacramento hosts the California State Fair which attracts more than a half million visitors annually.

Application And Selection Procedure

To be considered, please submit a detailed résumé, cover letter, and four work-related references. Your résumé should indicate the size of organization and staff you have managed, and also reflect both months and years with regard to the employment dates for current and prior positions held. Please submit your materials to:

Examinations@caloes.ca.gov
Cal OES Human Resources
3650 Schriever Avenue
Mather, CA 95655
Tel: (916) 845-8335 or 8321

E-mail:
chhing.chau@caloes.ca.gov

Website: www.caloes.ca.gov

Preliminary screening interviews will be conducted with the most qualified applicants. Those individuals determined to be the most ideally suited for the opportunity will be invited to interview with Cal OES.

Appointment is expected shortly thereafter following the completion of thorough reference and background checks to be coordinated with the candidate. For additional information about the position, please contact Chhing Chau.