



# Cyber Security Officer (County Promotional)

Information Technology Central

**\$113,838 - \$170,747 Annually**

**Apply by January 30, 2026**

*Interviews tentatively scheduled for the week of February 9<sup>th</sup>*



Take Your Place.

## THE POSITION

The Cyber Security Officer (CSO) provides Countywide leadership, governance, and oversight of the Information Security program and serves as a key member of ITC's Executive Management Team. This role is responsible for establishing and maintaining a comprehensive cybersecurity strategy that protects County systems, data, and services while supporting operational needs across a decentralized, enterprise IT environment.

The CSO works in close partnership with IT leadership and executive stakeholders across County departments to strengthen the overall cybersecurity posture, establish security standards, and ensure consistent implementation of security controls. As part of the County's IT executive leadership, the CSO contributes to the development and execution of enterprise IT strategy, ensuring cybersecurity considerations are integrated into technology planning, architecture, and major IT initiatives. The CSO leads the development, enforcement, and continuous improvement of Countywide cybersecurity policies, standards, and training programs for both technical and non-technical staff.

The CSO oversees cybersecurity assessments, audits, and remediation efforts and chairs the County Incident Response Team, coordinating preparedness and response activities with County Security, Emergency Operations, and external partners. The CSO is accountable for communicating cybersecurity risk, program performance, and strategic progress to executive leadership while supporting the successful delivery of County IT objectives and services.

Due to the sensitive nature of the role, the CSO is entrusted with access to highly confidential information and is expected to exercise sound judgment, discretion, and integrity at all times.

## THE IDEAL CANDIDATE

The ideal candidate is a strategic cybersecurity leader with a strong foundation in information security principles and a demonstrated ability to lead, influence, and govern cybersecurity programs in a complex organization. They bring a balanced understanding of technology, risk, and public-sector accountability, enabling them to set standards, guide investment decisions, and manage cybersecurity risk at an enterprise level.

Successful candidates possess excellent communication and interpersonal skills, with the ability to translate complex cybersecurity concepts into clear, actionable guidance for executives, department leaders, technical staff, and non-technical stakeholders. They are comfortable operating in a collaborative, decentralized environment and building trusted partnerships across departments.

The ideal candidate demonstrates sound judgment, analytical thinking, and problem-solving skills, particularly in high-impact or time-sensitive situations. They lead with integrity, adaptability, and a commitment to continuous improvement, fostering a strong security culture while supporting innovation and operational needs.

This role requires a self-motivated, service-oriented leader who believes in the responsible use of technology to protect systems, data, and the community the County serves.

**Applicants must be current Stanislaus County full-time employees to be considered for the position. All other applicants will be disqualified.**

## TYPICAL TASKS

- Provide enterprise cybersecurity leadership to County departments on security architecture, risk, and technology procurements (EDR, IAM, SIEM, cloud security).
- Establish and enforce cybersecurity policies and standards aligned with NIST and CIS frameworks.
- Advise on major IT initiatives, ensuring appropriate security controls, logging, monitoring, and access management.
- Oversee cybersecurity training and awareness programs for executives, staff, and IT personnel.
- Develop and manage cybersecurity program budgets in alignment with County IT strategy.
- Lead cybersecurity procurements and vendor oversight, including RFPs and contract coordination.
- Direct cybersecurity incident response, including leadership of the County Incident Response Team and exercises.
- Oversee security operations, including SOC services, threat detection, and vulnerability management.
- Monitor emerging threats and technologies and translate them into risk mitigation actions.
- Lead implementation of cybersecurity initiatives from strategic plans and assessments.
- Coordinate with internal and external security partners during incidents and emergency response activities.
- Manage and develop cybersecurity staff, including performance management and coaching.

## MINIMUM QUALIFICATIONS

### KNOWLEDGE/SKILLS/ABILITIES

- Enterprise cybersecurity governance aligned with organizational strategy, risk tolerance, and public-sector accountability.
- Cybersecurity frameworks and standards, including NIST CSF, NIST 800-53, CIS Critical Security Controls, and their practical application.
- Cyber risk management and regulatory compliance, including assessment, prioritization, and reporting of risk in regulated environments.
- Security architecture and engineering principles, including identity and access management, network security, endpoint protection, cloud security, logging and monitoring, and data protection.
- Incident response and cyber crisis management, including breach response, executive decision-making, and coordination with legal, law enforcement, and external stakeholders.
- Security operations oversight, including SOC functions, threat detection and response, vulnerability management, and continuous monitoring.
- Third-party and vendor risk management, including security requirements, contract oversight, and service provider performance.
- Program, budget, and resource management for cybersecurity initiatives, tools, and staffing.
- Executive communication and workforce leadership, including translating technical risk for leadership and building a security-aware culture.
- Equal Employment Opportunity principles.

# MINIMUM QUALIFICATIONS

## EDUCATION & EXPERIENCE

### PATTERN I

- Bachelor's Degree from an accredited college or university; AND
- Four (4) years of experience in an advanced journey level professional position comparable to a Stanislaus County Infrastructure Engineer III, Software Engineer III, or Software Administrator III, including at least two (2) years in an IT management role.

### PATTERN II

- Completion of an Associate's Degree from an accredited college or university; OR
- Possession of an approved information systems technology certification. AND
- Six (6) years of advanced journey level experience in application or web development, business analysis and programming, systems engineering, software administration or related field including a minimum of one (1) year at the Senior IT Manager level.

\*Progressively responsible experience may be substituted for the required education on a year-for-year basis\*

**Proof of education may be required for verification purposes at the time of application. Applicants who are unable to submit proof must call (209) 342-1737 to make other arrangements before 5 pm on the final filing date. Failure to submit proof or make other arrangements before the final filing deadline may result in disqualification.**

*Information Technology Central*

prioritizes delivering efficient public services and infrastructure to benefit residents and businesses

**IT Central is made up of approximately 70 people from diverse backgrounds with various skills and life experience who have one thing in common:**

**We love technology and love to employ it in the service of our local community.**

For more information on Information Technology Central, scan the QR code or visit [www.stancounty.com/itc](http://www.stancounty.com/itc)



# QUICK GUIDE TO APPLYING



## APPLICATION PROCESS



1.  
Find the  
Right Job



2.  
Update Your  
Application



3.  
Submit Your  
Application



4.  
Wait for  
Processing



5.  
Receive Notice of  
Application Status

## APPLICATION BEST PRACTICES

### BE COMPLETE

We screen for qualifications based on the information provided on your application, not on your resume. **Please make sure all relevant experience is listed within the body of your application.**

### BE DETAILED

Connect your professional experiences to the job's knowledge, skills and abilities. **Share your work history and how it relates to the minimum qualifications of the position.**

### UPDATE YOUR APPLICATION

Take the time to review and update your application each time you apply for a new position. **Ensure that your employment dates are correct and that any relevant skills or experiences are listed.**

### ATTACH SUPPORTING DOCUMENTS

Attach any required supporting documentation listed in the Minimum Qualifications. **Not submitting that typing certificate or proof of education could be the reason you are disqualified!**

### HIGHLIGHT DESIRABLE QUALIFICATIONS

If there are desirable qualifications listed, they may influence the screening process. **Detail how you meet both minimum qualifications and desirable qualifications in the duties section of your application.**

## COMMON MISTAKES TO AVOID

### WRITING "SEE RESUME"

Relying on your resume instead of completing the application can hurt your chances. **Be sure to fill out all sections and attach proof of education when required, as resumes alone don't provide the details needed to evaluate your qualifications.**

### OUTDATED OR MISSING REFERENCES

Submitting old contact information or leaving references blank can delay the reference check process. **Include current, reachable contact information for all references.**

### INCLUDING TOO MUCH OR UNRELATED INFO

Adding long paragraphs or unrelated experiences can make your application unclear. **Keep your application clear, concise, and focused on relevant qualifications.**

### ASSUMING COMPUTERS SCREEN APPLICATIONS

Believing that a computer or automated system selects qualified candidates is a common misconception. **All applications are reviewed by trained recruitment analysts, so make sure your experience is clearly detailed.**

## COMPENSATION & BENEFITS

Approximate Annual Base Salary:

**\$113,838 - \$170,747**

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County Managers including:

- Excellent retirement benefits (2% at approximately age 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- County paid Deferred Compensation at 1.5% of base salary
- 2 weeks annual vacation upon entering County service
- 32 additional vacation hours annually
- 56 hours administrative/ management leave per year (does not carry over)
- 96 hours of sick leave annually
- 12 paid holidays annually
- \$900 annual Professional Development reimbursement
- \*Car allowance upon Department Head approval
- \*Moving allowance if recruited from out-of-County
- Disability protection
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

Details available upon request

\*At department head discretion

## RECRUITMENT INCENTIVES:

### Employee Choice Bonus Plan:

Stanislaus County now offers an employee bonus worth up to \$10,000 or 21 additional days of leave time! Visit [stanjobs.org](http://stanjobs.org) for details.

### Career Ladders:

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization— from Human Resources to Public Safety to IT.

### Learning Institute:

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

## WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.



## **CLASSIFICATION INFORMATION**

Unless otherwise provided, this position is part of the Unclassified Service of the County and is considered "at-will" for labor relations purposes.

The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at <https://www.stancounty.com/riskmgmt/risk-dm-jta-class-sub-main.shtm>.

## **APPLICATION PROCEDURES/FINAL FILING DATE: Apply by January 30, 2026**

### **Oral Examinations are tentatively scheduled: The week of February 9, 2026**

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

### **Resumes will not be accepted in lieu of a completed application.**

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

## **LICENSE/CERTIFICATIONS**

- Depending upon assignment, demonstrated technical competency and/or certification pertaining to the information technology used by the appointing department may be required.

## **RECRUITMENT ACCOMMODATIONS**

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

## **GENERAL QUALIFICATIONS**

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.
- Some positions may be required to possess and maintain a valid California Driver's License and meet County insurability requirements.

## **APPLICATION AND/OR EXAMINATION APPEAL RIGHTS**

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

## **DISCLAIMER**

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.