

Career opportunity

Chief Information Security Officer

CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM

Position information

The Chief Information Security Officer (CISO) provides leadership, management direction and policy guidance to the CalSTRS Information Security Office. The CISO plans, organizes and directs activities associated with the following enterprise-wide information security programs: Defense and Monitoring, Audits and eDiscovery, Governance and Compliance, Security Awareness, Architecture and Data, and Investigations and Response. The CISO develops, implements and maintains enterprise policies, standards, procedures and guidelines for information security management to ensure the security, confidentiality, integrity, availability and privacy of CalSTRS information assets. The CISO serves as an expert policy advisor to the Chief Executive Officer (CEO), Executive Staff, the Teachers' Retirement Board (TRB) and its Audits and Risk Management (ARM) Committee related to these responsibilities.

Professional and personal competencies

CalSTRS' Chief Information Security Officer must possess exceptional leadership skills and have experience managing an Information Security program.

CalSTRS' Chief Information Security Officer should be a seasoned and respected professional and possess the following competencies:

- Experience overseeing and managing an Information Security Office program.
- Senior leadership skills and ability to manage a diverse and broad range of staff.
- Ability to develop, implement and maintain enterprise policies, standards, procedures and guidelines.
- Ability to implement strategies that mitigate risks and align with organization objectives.
- Ability to manage monthly and annual reports and present to the board, staff, management and stakeholders.
- Demonstrated experience managing operating budgets and financial resources.
- Ability to anticipate industry shifts and identify innovative opportunities to enhance Information Security Office program performance.
- Ability to complete and oversee staff completion of regular training to maintain and sharpen necessary skills and institute and refine best practices to track current threats and trends and anticipate potential threats.
- Experience ensuring programs and policies meet requirements of authoritative and regulatory bodies.
- Strong communication skills to convey complex information security strategies and concepts clearly to stakeholders, including the board and executive staff.
- Demonstrated commitment to creating and sustaining a diverse, inclusive and equitable workplace.

- Demonstrated ability to engage with and respond to auditors.
- Strong interpersonal skills to build and maintain relationships in a highly visible role.
- Ability to maintain the organization's reputation as a partner of choice.
- Commitment to ethical behavior and transparency in all decisions and interactions.

Compensation and benefits

The annual salary range for the Chief Information Security Officer (Career Executive Assignment B) is \$141,336 – \$248,976. Placement in the salary range will be dependent on the incumbent's experience and qualifications. This position is eligible for an annual incentive recognition opportunity of up to 15% of the annual base salary. Relocation benefits may be available.

The State of California provides a comprehensive benefits package, including:

- Defined benefit retirement program.
- 401(k) and 457(b) deferred compensation plans through Savings Plus.
- Health, dental and vision insurance.
- Group legal services.
- Nonindustrial disability insurance.

CalSTRS is an employer of choice because we have a meaningful mission and support the health and well-being of our employees. Our leadership team champions our collaborative and service-oriented culture as we work to secure the financial future of California's educators.

OUR MISSION

Securing the financial future and sustaining the trust of California's educators

As a world-class financial services institution and state agency, CalSTRS' organizational culture emphasizes customer service, leadership and respect for our members and colleagues.

We value our employees and encourage an environment motivated by our core values: Customer Service, Accountability, Leadership, Strength, Trust, Respect and Stewardship.

About the California State Teachers' Retirement System

CalSTRS was established by law in 1913 and is now the largest educator-only pension fund in the world with a portfolio valued at \$351.5 billion as of September 30, 2024. CalSTRS provides retirement benefits to California's public school educators from prekindergarten through community college via a hybrid system that consists of traditional defined benefit, cash balance and voluntary defined contribution plans.

Teachers' Retirement Board

CalSTRS is administered by a 12-member Teachers' Retirement Board. The board oversees all strategic decisions made by CalSTRS and ensures benefits are paid timely and accurately to all beneficiaries in accordance with the Teachers' Retirement Law.

About the General Counsel Branch

The Office of the General Counsel provides advice on legal issues as they affect the overall programs and policies of CalSTRS, manages CalSTRS' legal program, and represents CalSTRS in litigation, appeals and other legal matters under the direction of the Teachers' Retirement Board and the administrative direction of the Chief Executive Officer. The Office of the General Counsel is comprised of multiple highly visible and complex business areas, including the Office of Legal Ethics and Accountability, Enterprise Information Management and Legal Operations, the Information Security Office, Legal Services, Investment Counsel, and Litigation Services.

CalSTRS Headquarters

CalSTRS' two U.S. Green Building LEED Platinum-certified headquarters buildings in West Sacramento, California, feature sustainable construction, abundant natural lighting, an organic garden, sustainable beekeeping and ergonomic functionally designed workspaces. CalSTRS offers a variety of on-site amenities to our team members, including two full-service cafés, two free fitness centers, a bicycle rental library and a childcare center. Team members enjoy walks along the Sacramento River and nearby seasonal farmers markets.

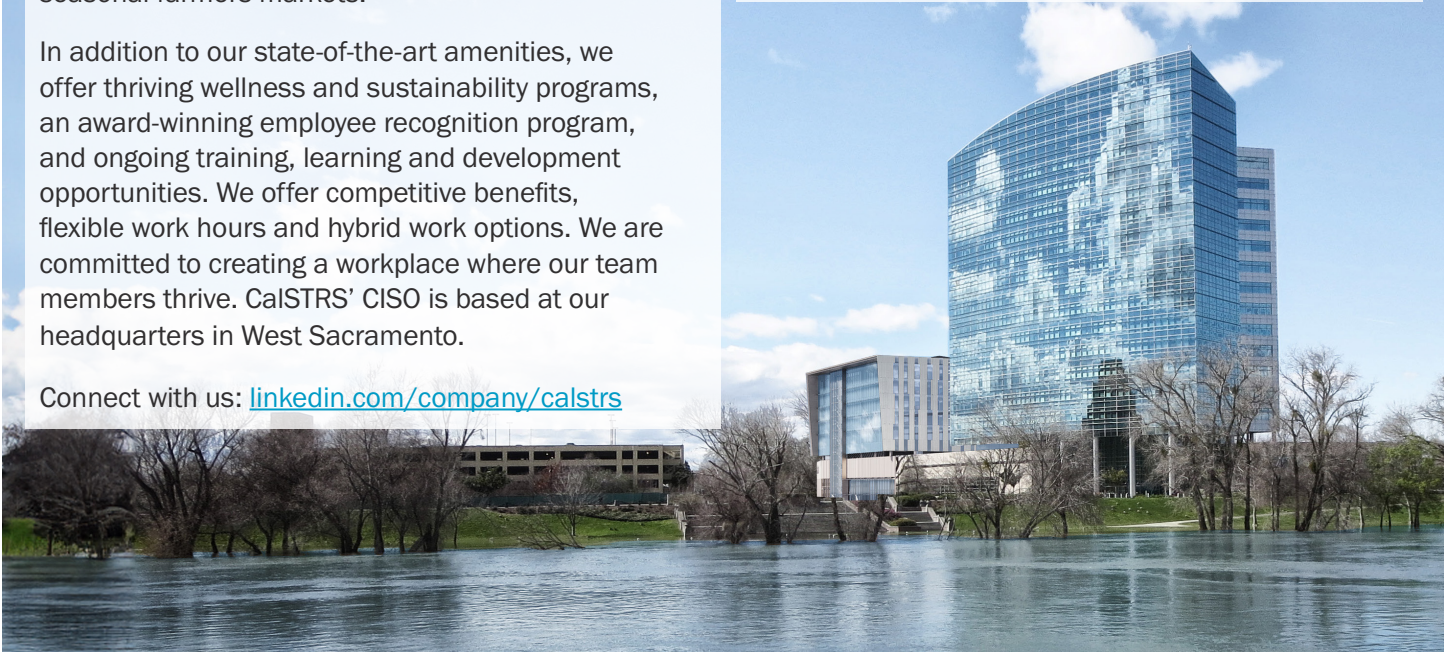
In addition to our state-of-the-art amenities, we offer thriving wellness and sustainability programs, an award-winning employee recognition program, and ongoing training, learning and development opportunities. We offer competitive benefits, flexible work hours and hybrid work options. We are committed to creating a workplace where our team members thrive. CalSTRS' CISO is based at our headquarters in West Sacramento.

Connect with us: [linkedin.com/company/calstrs](https://www.linkedin.com/company/calstrs)

About Sacramento

Sacramento is the capital of California, located at the confluence of the Sacramento and American rivers. Also known as the Farm-to-Fork Capital, the city is home to approximately 528,000 people and features the Golden 1 Center, historic Old Sacramento, Sutter's Fort and the State Capitol building. In just a few hours, you can travel to Napa Valley, Lake Tahoe or San Francisco.

To learn more, check out [VisitSacramento.com](https://www.visit-sacramento.com).



HOW TO APPLY

The final filing date for this position is Sunday, December 8, 2024.

To apply for this position, visit jobs.ca.gov and search Job Control JC-456190 or click the link below:
<https://calcareers.ca.gov/CalHrPublic/Jobs/JobPosting.aspx?JobControlId=456190>

Each candidate is required to submit an application, resume and statement of qualifications. In addition, you may include a cover letter and other relevant documentation.

If you have questions regarding the position or how to apply, please contact:

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