



## TERMS OF REFERENCE

### 1. POST DETAILS:

**Post:** Security Engineer

**Contract Duration:** Initial contract shall be for a period of 1 (one) year.

The contract may be extended or made permanent based on performance upon successful completion of one year.

**Department:** Cloud and Security

**Division:** Innovation and Technology

### 2. REPORTING RELATIONSHIPS:

The Security Engineer will report to the Manager, Cloud and Security. They will work closely with the Software Engineering team to integrate security into the development lifecycle.

### 3. OVERALL RESPONSIBILITIES:

The Security Engineer is responsible for ensuring the confidentiality, integrity, and availability of the organisation's IT systems, infrastructure, and applications, with a special emphasis on the Koshaaru Pension Management System.

This includes implementing and maintaining security controls aligned with **ISO 27001**, performing periodic vulnerability assessments and penetration tests (**VAPT**), and ensuring the security of the **Google Cloud Platform (GCP)** environment.

### 4. SCOPE OF WORK:

- **Cloud Security Governance:** Oversee the security architecture of the **Google Cloud** infrastructure, ensuring secure configurations for **Cloud Run, Cloud SQL**, and Identity Platform.



#### **Maldives Pension Administration Office**

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- **ISO 27001 Compliance:** Implement, monitor, and maintain security controls in accordance with ISO 27001 standards; manage documentation and evidence for audits.
- **Vulnerability Management:** Conduct and manage regular internal and external **VAPT**s using tools such as **Nessus** or **Burp Suite**; prioritise and track remediation efforts.
- **DevSecOps Integration:** Work closely with Lead Software Engineers to embed security into the **GitHub Actions** CI/CD pipelines (e.g., SAST/DAST scanning).
- **Incident Response:** Manage incident detection, investigation, and response processes; lead remediation efforts following security breaches or "near-miss" events.
- **Policy Enforcement:** Maintain and enforce IT security policies and procedures across the organisation.
- **Audit & Compliance:** Monitor organisational compliance with internal policies and address audit findings related to security and data privacy.
- **Security Tooling:** Configure and manage security tools, including **SIEM, IDS/IPS**, Endpoint Protection (EDR), and Google Cloud Armor (WAF).
- **Identity & Access Management (IAM):** Oversee IAM roles and permissions, ensuring the principle of least privilege is applied across GCP and internal systems.
- **Security Awareness:** Lead cybersecurity awareness programs and training for staff to mitigate human-centric risks like phishing.
- **Continuous Monitoring:** Utilise Google Cloud Observability and Security Command Centre to monitor for threats and anomalous behaviour.

## 5. QUALIFICATIONS AND EXPERIENCE:

- Bachelor's degree in Cybersecurity, Computer Science, or a related field with a minimum of **2 years** of experience in IT Security or related roles.
- **OR** Professional certificate in a related field with a minimum of **5 years** of experience in IT Security or related roles.
- **Preferred Certifications:** CEH (Certified Ethical Hacker), OSCP, CISSP, or ISO 27001 Lead Implementer.



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## 6. DESIRED SKILLS AND COMPETENCIES:

- **Cloud Security:** Hands-on experience or deep understanding of **Google Cloud Platform** security features.
- **VAPT Tools:** Proficiency with security assessment tools such as Nessus, Burp Suite, Metasploit, or similar.
- **Standardisation:** Strong knowledge of **ISO 27001** implementation, controls, and auditing processes.
- **Technical Depth:** Deep understanding of network protocols, encryption standards, firewalls, and secure coding principles.
- **DevOps Awareness:** Familiarity with **GitHub** and container security for serverless environments (Docker/Cloud Run).
- **Analytical Thinking:** Strong problem-solving skills with close attention to detail and the ability to analyse complex logs.
- **Communication:** Exceptional interpersonal skills to lead training sessions and coordinate with the software development team.
- **Documentation:** Proven ability to maintain clear security logs, incident reports, and policy documentation.



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