



Position: Vice President of GridSecurity

Introduction

GridSME's mission is to help our clients accelerate the world's energy future. To do this, we hire the industry's best SMEs to solve the grid's most complex problems. One of the fastest growing areas of our company is our GridSecurity team, which performs network operations and managed security services for approximately 300 generators and control centers throughout the U.S., focused mostly on the renewable energy sector that is rapidly growing.

We measure GridSME's success by the caliber of people on our team, the quality of work they produce, and the growth of our fan base over time. In this role, you will be expected to drive teamwork and collaboration with the entire GridSME team. Our company fosters initiative, open and candid communication, ownership, and teamwork – all necessary for our team to achieve its objectives.

Specific Job Responsibilities

Your position's overall responsibilities include:

- Lead the overall growth of the GridSecurity practice, manage the business's profitability, and build teamwork and trust across the company
- Recruitment and development of your team members – recruit, interview, hire, develop, manage, train, mentor, and grow
- Responsible for ensuring the overall health of the practice:
 - Know your people
 - Know your clients
 - Know your service agreements
 - Know your prospective clients and opportunities in your practice
 - Optimize staff utilization
 - Drive efficiency and automation where possible
- Manage the quality of the practice's work product:
 - "Inspect what you Expect!"
 - Develop internal controls and processes
 - Utilize SME's within and outside the company when appropriate
- Support GridSME's overall management and strategy:
 - Help identify and work on weak areas of the company in need of change and refinement
 - Assist the CEO, COO/CFO, and other team members with GridSME's strategic direction
 - Assist other Practice Leads to cross-sell additional services and share resources
 - Meet regularly with other members of the Leadership Team to analyze results and focus on improvement opportunities
 - Communicate to the company about GridSecurity's current state, challenges, and successes



Fundamental to all of these responsibilities is always doing the right thing for our clients and our employees, furthering the development of a culture of teamwork throughout the practice and company. A key objective of your position is to provide outstanding client service and reduce risk by providing our clients with subject matter expertise, proactive service, and constant communication.

At GridSME, we want you to be an entrepreneurial leader rewarded by the profitability and growth of the GridSecurity practice, client satisfaction, retention, and teamwork. These specific responsibilities are designed to have you think of GridSME as your own business. GridSME provides the infrastructure in terms of office, brand, systems, insurance, recruiting, business administration, support and mentoring, etc. You provide the leadership and management to operate and grow the business.

Your position's specific responsibilities include:

- GridSecurity managed security services
 - Play an integral role in the development of the overall culture, strategy, and direction of GridSecurity
 - Manage the day-to-day operations including, the people, processes, and technology that allows GridSec to operate in an effective and efficient manner
 - Assist the team building processes and procedures to manage the security services line of business
 - Support the technical aspects of building, operating, and managing the infrastructure that supports the managed security services line of business
- GridSecurity consulting work
 - Assist the team with existing client work related to all aspects of our cyber security services
 - Assist our compliance team with the technical facets of NERC CIP compliance
- Business Development
 - Work with our team to connect with potential clients that we can help
 - Develop services that add value to current and potential clients
 - Leverage your business relationships to help grow the GridSME client list
 - Develop relationships and industry contacts to assist clients' adaptation to a changing energy world
 - Help in creating proposals and statements of work, placing resources, and managing client relationship needs beyond your individual consulting efforts
 - Develop clients in a sales cycle methodology and mature client relationships

Required Skills and Experience

- Energy, intelligence, and integrity
- Strong security operations experience
- Strong cybersecurity strategy and leadership experience



- Strong ICS experience
- Strong writing skills, both creative and technical
- Strong oral and written communication skills
- Experience building and managing teams and helping people grow
- Experience building a brand and selling to customers

Preferred Skills and Experience

- 5+ years of experience in a cybersecurity leadership role
- 5+ years of experience of working in power utility environments
- Professional cybersecurity certifications (e.g. CISSP, CISM, CISA, etc.)
- Bachelors or Masters Degree in computer science, information technology, information security, etc.

Why GridSME?

We are a young, fast-growing company in an industry undergoing historic technological and economic changes. GridSME desires to be the intersection between what our people are passionate about and what our clients' value. We are a place where our people grow, do meaningful work, and achieve their professional goals. To do this, we have built a strong team and family which operates in a flexible and candid environment where our people have the freedom and support to do their best work. The perfect blend of autonomy and teamwork. We are all business owners thanks to our profit-sharing program.

We are looking for an experienced and proven leader with a background in cybersecurity that wants to grow with us. The person in this position will have the ability to work remote until the COVID situation is behind us. Long-term, the position will be located at our headquarters in Folsom, California – the 2019 #2 ranked city for raising a family and a great place to live if you like affordable homes, great schools, the outdoors, and warm weather.

Compensation

This is a full-time position earning a competitive salary, monthly cash Profit-Sharing bonuses, an annual cash Holiday Profit-Sharing bonus, and our annual 401(k) Profit-Sharing bonus. GridSME also offers its employees' health insurance benefits, health savings accounts, flexible spending accounts, and a 6% 401(k) match that vests immediately.

The Application Process

After applying, we will contact promising candidates for an initial phone interview. If there appears to be a match, we will move forward to a longer focused interview with our Leadership Team and others in the company you will be working with. From there, if needed, subsequent follow-up interviews and reference checks may occur.