



Chief Information Security Officer Performance Profile

Position Summary

The Chief Information Security Officer (CISO) at the Federal Home Loan Bank of Pittsburgh (FHLBank Pittsburgh) is the top leadership role responsible for establishing information security strategy and direction for the Bank. The CISO provides leadership for the information security program through strong working relationships and collaboration across the entire Bank, including the Board of Directors, executive management and all lines of business. The complexity of this position requires a leadership approach that is engaging and approachable, with a sophisticated ability to work with all levels in the organization. The CISO maintains a natural desire to stay current on emerging information security threats, technology and other related developments.

Organization Overview

FHLBank Pittsburgh provides readily available low-cost funding and opportunities for affordable housing and community development to more than 300 member financial institutions in Delaware, Pennsylvania and West Virginia. We are a wholesale source of community-building funds for our members. Although relatively small in headcount, we cast a large shadow across our supported region, filling a critical vacuum by providing liquidity for small business, community development, rural and agricultural loans – as well as home mortgage financing. Because of the size of our workforce, the Bank has a small organization feel. People know each other, work well together and are focused on the collective mission of the Bank. Because of our asset size – approximately \$90 billion – we focus on sophisticated delivery of our products and finances, with departments such as Capital Markets, Credit/Market/Operational Risk, information technology (IT) infrastructure, Community Investment, Product Delivery and much more.

Every day, FHLBank Pittsburgh's employees work creatively with member institutions and other partners to help build thriving communities throughout our three-state region.

Primary Success Factors

The successful CISO candidate will be an experienced information security leader that works closely with the Chief Information Officer (CIO) and business unit and IT leadership. The CISO will deliver an extensive set of security policies, strategy and supporting management procedures that consider the effect of evolving cyber threats, laws, regulations and industry best practices. Excellent written and verbal communication skills, interpersonal and collaborative skills, and the ability to communicate security and risk-related concepts to technical and nontechnical audiences are essential qualities. As a result, the CISO will be expected to:

- Gain immediate credibility with the Board of Directors, the Bank's supervisory agency (the Federal Housing Finance Agency), senior leadership and Bank staff by listening, creating relationships and developing information security strategies that align with business goals.
- Work collaboratively with both the Director of Infrastructure and Operations and Director of Planning and Architecture to ensure that deployed technologies and architectures are aligned with the security strategy.

- Be positioned as the Bank point-of-contact for all cyber-related questions.
- Serve as an independent security oversight in order to direct the definition and implementation of security compliance continuous monitoring processes, including the definition of key metrics and security benchmarks.
- Learn the business of the Bank in order to influence business decision-makers and other technology leaders.
- Direct the Bank's security awareness training program and ensure that training occurs as required by policy.
- Develop security policies and procedures to ensure that information security risk related to vendors and other third parties is appropriately mitigated.
- Lead efforts to identify and coordinate required actions to address security incidents, including security incident response procedures.
- Proactively stay current with the threat environment, regulatory requirements and their impact on the Bank.
- Establish and maintain relationships with local and federal cyber authorities.
- Be a "player-coach" who leads by example, valuing his/her people and providing strong mentoring and development opportunities to the team.
- Operate effectively within the culture and the risk appetite of a government-sponsored enterprise.
- Develop talent and grow the next generation of leaders within the assigned areas of responsibility.
- Embrace operational excellence and adopt a "culture of measurement" related to areas of responsibility.
- Evaluate and adjust the information security strategy as necessary to the ever-changing cyber threat landscape.

Education and Experience

- Bachelor's degree in Information Systems or equivalent work experience; Master's degree a plus
- Fifteen or more years' experience in financial services or information systems, including 10 years' experience leading information security programs; financial services experience is preferred, although not essential
- Knowledge of current practices, theories and approaches to information systems and security
- Knowledge of current practices, theories, regulations and approaches related to technology and operating risk management and internal control; knowledge of databases and operating system hardware and software; knowledge of establishing and maintaining security programs in a cloud environment
- Ability to provide strategic/progressive leadership, with experience presenting to senior level groups and internal and external partners
- Ability to gain internal and external credibility through collaborative influence and communications
- Ability to manage multiple, time-sensitive complex projects and initiatives
- Ability to maintain an active information security industry certification, including Certified Information Security Manager (CISM), Certified Information Systems Auditor (CISA) or Certified Information Systems Security Professional (CISSP)

Relocation assistance is available for the right candidate.

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