



Join us
and help defend
human rights in Europe!

Local recruitment competition
open to applicants already present in the Netherlands

Information Security Officer

Register of Damage Caused by the Aggression of the Russian Federation Against Ukraine (RD4U)



Location: The Hague



Reference: o74/2024



Publication: 21/11/2024



Deadline: 12/12/2024

Are you an experienced Information Security Officer with a passion for safeguarding critical information, mitigating risks, and leading incident response efforts? Are you eager to join a forward-thinking and collaborative team that values innovation and resilience in information security? RD4U is looking for someone with your expertise to play a pivotal role in enhancing our security posture and maintaining the reliability of our services. Working closely with the Head of the RD4U IT team, and a dedicated team, you will have the opportunity to drive meaningful change in how we protect and manage our information assets.

Who we are

■ With over 2 600 staff representing all its 46 member states, the Council of Europe (CoE) is a multicultural Organisation. We all strive towards protecting human rights, democracy and the rule of law and our three core values - **professionalism, integrity and respect** - guide the way we work.



■ The [Register of Damage for Ukraine](#) was established in May 2023 through an Enlarged Partial Agreement of the Council of Europe. The Register has its seat in The Hague, Netherlands. The Register serves as a record, in documentary form, of claims and evidence on damage, loss or injury caused by the Russian Federation's internationally wrongful acts in or against Ukraine. The Register receives claims from individuals, businesses and state and municipal entities in Ukraine about damage, loss or injury that they have suffered because of the Russian aggression in Ukraine, with the purposes of creating a factual and evidentiary basis upon which Ukraine and Ukrainians will seek reparations for Russia's violations of international law.

Your role

■ As an Information Security Officer, you will play a pivotal role in assisting the Head of the RD4U IT team, helping co-ordinate the security tasks (crisis management, critical situations, or service disruptions), implementing and overseeing information security strategies and action plans following audits.

■ You will:

- ▶ implement and monitor action plans following risk analyses, application audits, and internal audits to enhance security measures;
- ▶ if the Head of the RD4U IT team is absent and in collaboration with the CISO (CoE) and internal teams, ensure continuity of operations of information security; participate in crisis management, prioritising actions, and ensuring effective communication and resolution of security incidents;

- ▶ provide security expertise and advice for application development and infrastructure projects, ensuring they meet security, compliance, and governance standards;
- ▶ participate in thorough security audits to identify vulnerabilities and recommend corrective actions;
- ▶ manage security requests, maintain regular contact with users, and supervise adherence to the "six-eyes principle";
- ▶ ensure the respect and adherence of the rules regarding the use of the information system (instruction 47) and the security policy;
- ▶ oversee the use and maintenance of current security tools, ensuring they function effectively and are up to date;
- ▶ develop and maintain security policies in collaboration with the Head of the RD4U IT team and CISO (CoE), procedures, and guides to ensure comprehensive and up-to-date security practices;
- ▶ keep updated and vigilant on emerging attack techniques and new security vulnerabilities, anticipate; mitigate and prevent potential threats.
- ▶ perform other ad-hoc duties, as required;

What we are looking for

■ As a minimum, you must:

- ▶ hold a completed full course of general secondary education and appropriate professional qualifications, such as a university diploma of technology (two-year programme) or equivalent. A higher-level diploma in the field of Information Technology would be an advantage;
- ▶ have a minimum of three years of relevant professional experience in Information Security;
- ▶ have a very good knowledge of English; knowledge of French would be an advantage;
- ▶ be a citizen of one of the 46 member states of the Council of Europe and fulfil the conditions for appointment to the civil service of that state;
- ▶ have discharged any obligation concerning national service (military, civil or comparable);
- ▶ not be a parent, child, stepchild or grandchild of a serving staff member of the Council of Europe;
- ▶ be under 65 years of age at the closing date of this vacancy notice.

■ Demonstrate to us that you have the following competencies:

- ▶ Professional and technical expertise:
 - confirmed knowledge of the information security methodology and experience in the field;
 - practical work experience in Information Security;
 - knowledge of security tools, SIEM technology, Azure CSPM, and IaaS workload protection; knowledge of the Information Security norms: ISO27000, EBIOS, MEHARI, etc.;
 - strong IT security knowledge, specifically with Fortinet security stack, Azure Defender for Cloud, and Microsoft 365 Defender, including hands-on experience in network security, endpoint protection, cloud security posture management, and incident response.
 - good knowledge of Web technology and desktop environments, software and networks;
 - good knowledge of Windows, Unix, and Apple systems, as well as computer networks;
 - knowledge of application and programming languages used in Information Security (python, Json, Rapid7, ELK, Varonis, etc.);
 - competence in project management and monitoring.
- ▶ Planning and work organisation
- ▶ Learning and development
- ▶ Analysis and problem solving

- ▶ Service orientation
- ▶ Teamwork and co-operation
- ▶ Relationship building

What we offer

■ If successful, you may be offered employment based on an **temporary contract** at grade B4/Step1. Employment is limited to 31 December 2025 and may be extended. You will receive a basic monthly gross salary of €4,612 which is exempt from national income tax. This salary may be supplemented by other allowances depending on your personal situation. You will be affiliated to a pension scheme and social and medical insurance. You will also benefit from 32 working days leave per year and other advantages (including flexible working hours, training and development, possibility of teleworking, etc.).

■ This recruitment is carried out in accordance with [Rule No. 1234 of 15 December 2005 laying down the conditions of recruitment and employment of locally recruited temporary staff members working in the Council of Europe Duty Stations located outside of France.](#)

■ If your profile matches our needs and you are not recruited straight away, you may be placed on a list of eligible candidates.

Applications and selection procedure

■ The deadline for applications is **12 December 2024 (midnight Central European time)**. Applications must be made in **English** using the Council of Europe online application system. You can create and submit your online application on our website (www.coe.int/jobs). Please fill out the online application form providing all requested details and explain how your competencies make you the best candidate for this role. It usually takes a few hours to fill in an application form, so please take this information into consideration while applying.

■ Only applicants who best meet the abovementioned criteria, and whose application demonstrates the best profile in terms of qualifications, experience, and motivation, shall be considered for the next stages of the recruitment evaluation process, which may consist of different types of assessments and/or an interview. Further information on the assessment process will be provided to the selected candidates. Selected candidates may be subject to reference and background checks as part of the recruitment process.

■ Applications from staff members of the Council of Europe, who currently hold a fixed-term (CDD) contract or former staff members whose fixed-term contract has ended less than 12 months before the deadline for applications, will not be considered.

■ As an equal opportunity employer, the Council of Europe welcomes applications from all suitably qualified candidates, irrespective of sex, gender, sexual orientation, ethnic or social origin, disability, religion or belief. Under its equal opportunities policy, the Council of Europe is aiming to achieve gender parity in staff employed at all levels in the Organisation. At the time of appointment, preference between suitable candidates shall be given to the candidate of the gender which is under-represented in the relevant grades within the category to which the vacancy belongs. During the different stages of the recruitment procedure, specific measures shall be taken to facilitate access for candidates with disabilities.