



EVERLINK®

Delivering Payment Innovations

JOB PROFILE

DIRECTOR OF IT SECURITY

ABOUT EVERLINK

Everlink Payment Services Inc. is a leading provider of comprehensive, innovative, and integrated payment solutions and services for 98% of credit unions, 55% of consumer-facing schedule 1 and 2 banks, and a broad range of SMEs across Canada. In addition to supplying best-in-breed technology infrastructure and payment network connectivity via our well-established Payment Network Gateway – with operational performance that continually ranks in the upper first quartile – we offer a diversified range of integrated payments Lines of Business including:

- Digital Solutions, enabling real-time payments for Retail Peer-to-Peer (P2P), Business (B2B/B2P) Payments, ISO20022 Payment gateway, and API Integrations for Financial Institutions and Services Providers.
- Card Issuance & Management: with a history of firsts related to Card Issuance Solutions, Everlink provides a fully managed, flexible, and turnkey experience, ensuring credit unions, banks, FinTechs, and other payment card issuers are able to provide the card products they need, including debit and Co-badged cards.
- Fraud Management Solutions, operating one of the largest service bureaus in Canada for Fraud Management Solutions, Everlink offers credit unions, banks, and fintech industry-leading and custom-designed solutions enhancing the protection of their members and customers.
- Mobile Payments, fulfilling critical service delivery requirements, Everlink remains at the forefront of NFC-based payments' evolution with extension to mobile wallets and other digital payment methods.
- Payment Network Gateway, operating a world-class payments technology infrastructure, Everlink's Payment Network Gateway Services provides connectivity to domestic and international payment networks for credit unions, banks, and merchants to participate in.
- Professional Services, leveraging our extensive industry knowledge, expertise, and capabilities, Everlink's Professional Services Team partners with our clients to navigate the ever-changing payments landscape, ensuring their technology capabilities remain relevant.
- Retail Solutions, enabling Card Present Point-of-Sale Acquiring, including Interac® eCommerce via dedicated Host to Host Payment Gateways for Payment Service Providers, FinTechs and Credit Unions.
- ATM Managed Services, supporting the latest technology and introducing new innovations, Everlink powers ATM networks and transaction capabilities for credit unions, banks and cardholders domestically and from abroad.

Complementing the strength of these eight primary Lines of Business is our ongoing commitment to Client-Centricity, which is the key element of our guiding principles. At Everlink, we are dedicated to building, maintaining and nurturing long-lasting relationships. To help our clients remain competitive and successful, we provide the innovative technologies they need to serve their growing base of members, customers, and merchants.

Our Guiding Principles



About the Role

Title

Director, IT Security

Reports To

Vice President, Technology

Challenge/Role

As Director of IT Security, you are responsible for leading the Everlink IT Security Team, supporting the development and implementation of cyber-security initiatives, governance, and critical controls. This includes developing and auditing policies and procedures designed to protect the organization's IT assets from internal and external threat actors.

Opportunity

Strategy & Planning

- Participate as a senior management team member in governance processes of the organization's security strategies.
- Lead strategic security planning to achieve business goals by prioritizing defence initiatives and coordinating the evaluation, deployment, and management of current and future security technologies using a risk-based assessment methodology.
- Develop and communicate security strategies and plans to the executive team, staff, partners, customers, and stakeholders.
- Assist with designing and implementing disaster recovery and business continuity plans, procedures, audits, and enhancements.
- Develop, implement, maintain, and oversee enforcement of policies, procedures, and associated plans for system security administration and user system access based on industry-standard best practices.



Acquisition & Deployment

- Define and communicate corporate plans, procedures, policies, and standards for the organization for acquiring, implementing, and operating new security systems, equipment, software, and other technologies.

Operational Management

- Act as an advocate and primary liaison for the company's security vision via regular written and in-person communications with the company's executives, department heads, and end users.
- Work closely with the IT department on corporate technology development to fully secure information, computer, network, and processing systems.
- Manage the administration of all computer security systems and their corresponding or associated software, including firewalls, intrusion detection systems, cryptography systems, and anti-virus software.
- Recommend and implement changes in security policies and practices in accordance with changes in local or federal law.
- Responsible for overseeing and ensuring the completion of the various audits such as PCI DSS, SOC 1, and SOC 2.
- Creatively and independently provide resolution to security problems in a cost-effective manner.
- Assess and communicate any and all security risks associated with any and all purchases or practices performed by the company.
- Collaborate with the IT leader, privacy officer, and HR to establish and maintain a system for ensuring that security and privacy policies are met.
- Where necessary, supervise recruitment, development, retention, and organization of security staff in accordance with corporate budgetary objectives and personnel policies.
- Promote and oversee strategic security relationships between internal resources and external entities, including government, vendors, and partner organizations.
- Remain informed on trends and issues in the security industry, including current and emerging technologies and prices. Advise, counsel, and educate executive and management teams on their relative importance and financial impact.

About You

Education & Experience Requirements

- Proven experience in planning, organizing, and implementing IT security technologies.
- Experience in planning and executing security policies and standards development.
- Excellent knowledge of technology environments, including information security.
- Considerable business theory, business processes, management, and budgeting knowledge.
- Good understanding of computer systems characteristics, features, and integration capabilities.
- Excellent understanding of project management principles.
- Superior understanding of the organization's goals and objectives.
- Demonstrated ability to apply IT in solving security problems.
- Proven leadership ability.

Skills and Abilities

- Ability to set and manage priorities judiciously.
- Excellent written and oral communication skills.
- Excellent interpersonal skills.



- Strong negotiating skills.
- Ability to present ideas in business-friendly and user-friendly language.
- Exceptionally self-motivated and directed.
- Keen attention to detail.
- Superior analytical, evaluative, and problem-solving abilities.
- Exceptional service orientation.
- Ability to motivate in a team-oriented, collaborative environment.

What We Offer

- Competitive compensation
- Comprehensive benefits package
- Flexible working environment and office hours
- Opportunities for professional learning, growth, and career advancement

Interested candidates are encouraged to submit their resumes to Careers@everlink.ca maximum by March 15, 2024.

Everlink is committed to eliminating barriers and improving accessibility to our workplace for persons with disabilities in a timely manner and in a manner that respects their dignity, independence, integration, and equality of opportunity. Everlink has an accommodation process in place and provides accommodations for employees with disabilities. If an employee requires a specific accommodation because of a disability or a medical need, we will work with them to make an appropriate accommodation. If you require accommodation during the interview process, we will work with you to accommodate your needs.

