POSITION DESCRIPTION

Position Title: Information Security Governance, Risk, and Compliance Lead

Direct Manager: Chief Information Security Officer

**Budget Responsibility: Operational expenses as agreed with by manager**

Direct Reports: Four

WHAT YOU'RE HERE TO ACHIEVE

You will support the CISO in protecting Gallagher's people and assets, ensuring we have proportional information security to support our rapid growth journey. This will include, but not be limited to, the following:

- Overseeing that security governance outcomes are attained, ensuring continual enhancement and improvement.
- Consolidate Information Security Governance, Risk and Compliance into a single team with worldwide application.
- Attain and maintain compliance with relevant Information Security standards required to assure our customers of our security.
- Collaborate with global stakeholders to ensure information security supports and protects their five-year strategies; develop projects to support these outcomes.
- Assure all of Gallagher has relevant and timely information to make informed decision-making.
- Ensuring we have a resilient, scalable, and highly skilled security workforce.
- Protect Gallagher from information security breaches.

WHERE YOU'LL FIT IN #TEAMGALLAGHER

Chief Information Security Officer

InfoSec GRC Lead
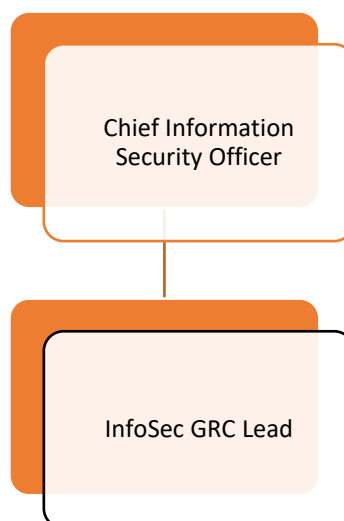
WHO YOU'LL BE WORKING WITH

Internal Relationships	External Relationships
• Heads of Department • General Managers • Information Services	• Vendors • Suppliers • Auditors

WHAT YOU'LL BE DOING

Key Accountability	Outcomes/ Expectations
Security GRC	• Oversee the consolidation of our worldwide policies • Deliver the attainment of new compliance standards • Redefine the GRC and ISMS groups and ensure suitable oversight and engagement • Onboarding and managing external auditor relationships and contracts • Ensure our GRC certifications are maintained and compliant • Expansion of the scope of our existing
Support our growth journey	• Working directly with the business to leverage our GRC capabilities to support and grow our sales • Developing our GRC capability to aid in building trust with our customers regarding our security posture and maturity
Digital leadership	• Support and influence stakeholders throughout the organisation • Deliver extensive use of automation and tooling, including generative Artificial Intelligence to expedite our GRC maturity • Development of your team's digital and leadership capabilities

Including any other duties not specified that may be required to complete the role, and as requested by the Reporting Manager.

WHAT YOU'LL NEED

Qualifications and / or Experience

- Master's degree and/or relevant industry certification with practical transferable skills.
- Desired industry certifications: We rate these certification bodies ISACA, ISC2, Microsoft, IAAP, Axelos, ISO/IEC, PCI, CMI, ILM.
- Five plus years of experience building, leading, and managing global teams.

- Experience in harnessing and applying technology to automate GRC processes, including the use of Microsoft Purview compliance and auditing.

Knowledge, Skills and Abilities

- Developed and deployed a worldwide Information Security GRC practice that is compliant with industry standards such as ISO27001.
- Focus on the problem, not the person and engage in healthy conflict with constructive feedback.
- Win the hearts and minds of your stakeholders with how information security helps make their job easier and more enjoyable.
- Operate in an ambiguous, dynamic, and changing organisation as we continue to push the boundaries of what is possible.
- Drive a culture of security.
- Demonstrate the value of good teamwork, work well with others and be comfortable adapting your communication to meet stakeholder's diverse needs.
- Find elegant solutions to complicated problems.

- Demonstrate application of the required SFIA skills.
    - Required - IRMG-6+SCTY-6+INAS-7+TECH-6+SCAD-6
    - Desirable - METL-5+PRMG-5+PEMT-5

Protect what matters most.

Our purpose and our values apply to our extended Gallagher family including our employees, customers, partners and community.

We are creative problem-solvers
Our rich pioneering history inspires us to think differently.

We build lasting relationships
We treat everyone with integrity, and value relationships that inspire and empower us.

We trust one another
We build this through consistency, compassion, excellence and honest communication.

We respect all voices
We harness the power of different backgrounds and experiences to create exceptional outcomes.

We help each other to grow
Our curiosity and thirst for learning helps us reach lofty heights.

We're committed to a better tomorrow
Our practices, behaviours and processes are good for us all and for our planet.

We share knowledge freely
We're a global community that sees collaborative information flow as a super power.