



Chief Information Security Officer (CISO)

City of San Antonio, Texas

About San Antonio

The City of San Antonio is the nation's 7th largest city and is home to more than 1.5 million residents. Located in South Central Texas, approximately 140 miles from the Gulf of Mexico, San Antonio offers its residents one of the most attractive and affordable lifestyles in the country. Residents enjoy one of the lowest tax rates in the state as well as a plentiful supply of high-quality housing and low utility rates. The economy of San Antonio is an excellent mix of business services, manufacturing, health care, communications, corporate and regional offices, government, and the convention and tourism industry. San Antonio is also home to one of the largest concentrations of military bases in the United States. One of the nation's fastest growing cities, San Antonio is rich in recreational and cultural opportunities with over 15,000 acres of public parks and 150 miles of trails, over 50 museums and galleries, and home to the 5-time champion San Antonio Spurs. The Historic San Antonio Missions are Texas' only Unesco World Heritage site and is a Unesco designated Creative City of Gastronomy.

City Government

San Antonio has a Council-Manager form of government with an eleven-member City Council. Councilmembers are elected by District, while the Mayor is elected at-large. The term of office for the Mayor and all members of the City are four-year terms, for not more than two (2) full terms of office. The City Council appoints the City Manager, who appoints all officials in executive positions with the exception of the City Clerk, City Auditor, Presiding Judge, and Municipal Judges.

The City of San Antonio has been recognized for its high level of professional management by the ICMA and National Civic League, amongst others. For ten consecutive years, the City has maintained a AAA bond rating. The Fiscal Year 2025 adopted budget is \$3.9 billion with close to 14,000 employees across approximately 40 departments.

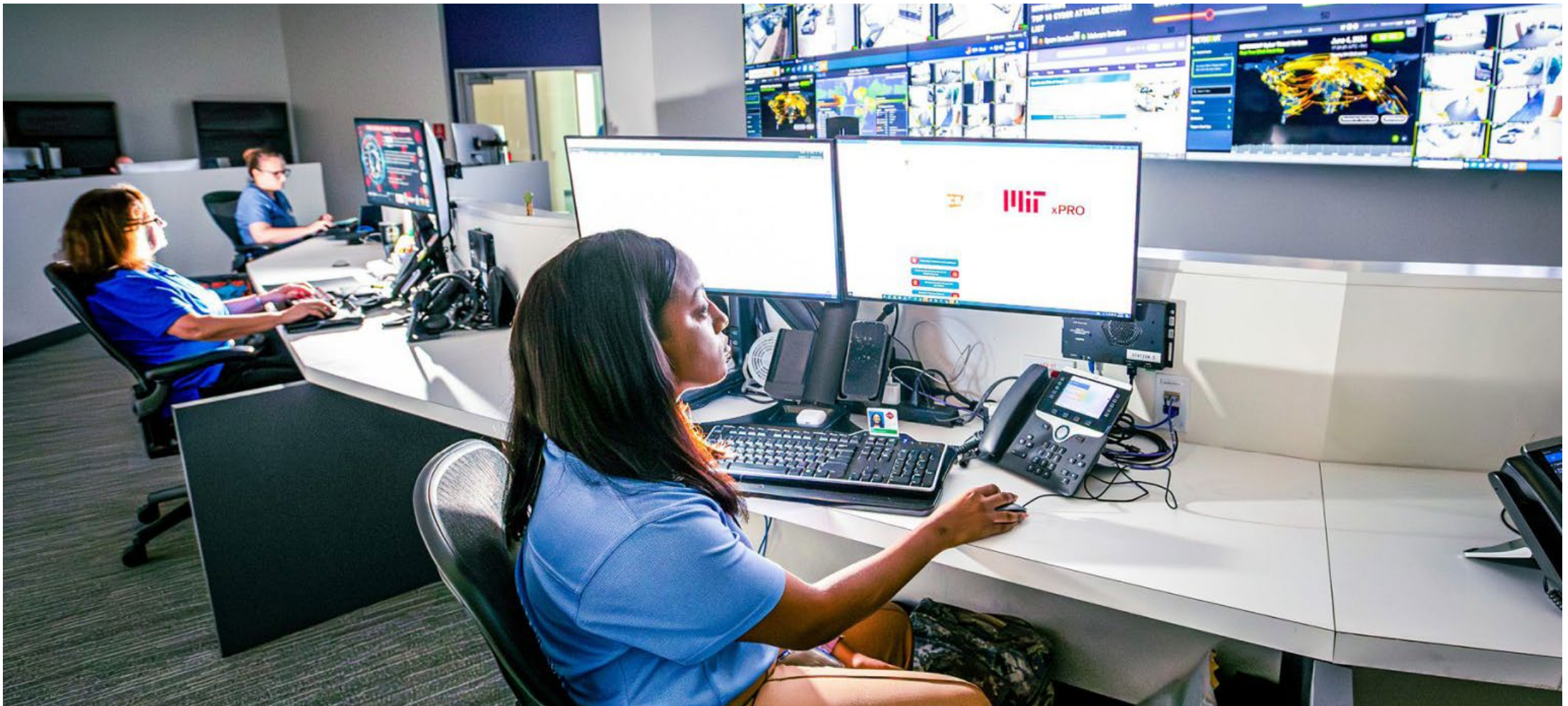


The Position

The Chief Information Security Officer (CISO) serves as the City's top cybersecurity strategist, reporting directly to the Chief Information Officer (CIO). This role is responsible for leading the development and execution of the City's enterprise-wide information security strategy, policies, and standards. The CISO works collaboratively across departments and with external partners to ensure the integrity, confidentiality, and availability of City systems and data. This position also provides high-level support to the CIO and oversees a team of security professionals, guiding the City's efforts to stay ahead of evolving cybersecurity risks in a complex digital environment.

Education & Experience

Qualified candidates will have a Bachelor's Degree from an accredited college with major coursework in Computer Science, Computer Information Systems, Management Information Systems, or a related field, and a minimum of ten (10) years of increasingly responsible professional experience in the field of information systems, including five (5) years managing enterprise information security and personnel. A CCISO, CISSP, and/or CISM certification is highly preferred.



Essential Job Functions

- Provides subject matter expertise and sets direction for enterprise- wide information security strategies, projects, and policies.
- Plans, designs, and implements security measures, policies, and procedures.
- Consults with senior IT and City leaders regarding their information security risks and responsibility in minimizing those risks.
- Ensures that the City's IT environment is secure and complies with city, state and federal standards.
- Oversees the monitoring of information from government and industry regarding identification of new threats and vulnerabilities.
- Directs security audits, vulnerability assessments, and related tasks. Ensures that the integrity, confidentiality and access of information to end users.
- Collaborates with City departments to develop security and business standards and action plans.
- Provides assistance to the Chief Information Officer, City Manager, and City Council; and prepares and presents staff reports and other necessary communications to advise on critical issues that may affect enterprise-wide security.
- Responds to and resolves sensitive inquiries and complaints from both internal and external sources.
- Acts as the City advocate for information security and business continuance best practices.
- Interviews, selects, supervises, develops, evaluates, counsels, and if necessary, disciplines personnel according to established COSA policies, procedures, and guidelines.
- Works closely with Chief Technology Officer to define and implement information technology security architecture standards, Service Level Agreements, and process improvement initiatives.
- Coordinates the preparation of the security program operating budget.
- Attends and participates in professional group meetings and stays abreast of new trends and innovations as they relate to information security.

Knowledge and Skills

- Knowledge of network and web related protocols (e.g. UDP, IPSEC, HTTP, HTTPS, routing protocols).
- Knowledge of Security Information Management (SIM) tools.
- Knowledge of pertinent Federal, State, and local laws, ordinances, statutes, and regulations.
- Knowledge of applicable information security standards.
- Knowledge of system security vulnerabilities and remediation techniques.
- A strong understanding of NIST frameworks and publications that address cybersecurity, physical security, information security and risk management.
- Skill in utilizing a personal computer and information security software.



The Ideal Candidate

The ideal candidate should be a leader that prioritizes the needs of the team and organization by fostering a culture of collaboration, trust, and empowerment. They should have a strong command of cybersecurity leadership, physical security management, data security oversight, application security, security center operations, external security community collaboration, and enterprise-level metrics collection and reporting. They should have experience in project management, risk management, incident response, cybersecurity frameworks, and regulatory compliance, and be adept at designing and implementing comprehensive policies that safeguard both infrastructure and data. Municipal/government experience is preferred.

The ideal candidate should excel at aligning federal, state, and local security strategies with the City's organizational goals, communicating effectively with executive leadership, and building trust across Information Technology and other departments. Have a strong understanding of NIST frameworks and publications that address security for cyber, physical, application, data, information, and risk management. They should be proactive in government and peer networking to support identifying threats and vulnerabilities, skilled at balancing security requirements with operations and be able to conduct exercises, assessments, and mitigation efforts.

The ideal candidate should also be a collaborative and adaptive leader who is capable of developing high-performing teams, advocating for best practices, and driving a culture of security awareness throughout the organization. This position requires a commitment to public service and a steady, forward-thinking approach for long-term success.



Salary

The City of San Antonio is offering a competitive salary commensurate with experience. The anticipated hiring range for the CISO is \$136,000 – \$218,000. The City offers generous benefits and retirement including annual and personal leave; monthly car allowances, deferred compensation plan, relocation/moving expenses and participation in the Texas Municipal Retirement System (TMRS).

How to Apply

Interested applicants should forward a cover letter and resume to:

resumes@affionpublic.com
Reference: SACISO

Affion Public
PO Box 794
Hershey, PA 17033
888.321.4922
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