

Isle of Man Civil Service Person Specification
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Job Title: Security & Networks Analyst Centre (SNAC) Analyst

Department: Cabinet Office, Government Technology Services

Job Summary: The primary responsibility of this role is to support the government wide IT infrastructure. Maintain and deliver technology changes to the pan-Government IT Infrastructure.

Attributes	Essential or Desirable	Method of Assessment
Credibility		
Holds relevant Industry qualifications or be prepared to attain security-related qualifications.	E	CV, Interview
Knowledge of security standards (e.g., CIS, NIST, ISO/IEC 27001).	E	CV, Interview
Experience of security and/or network infrastructure in a complex environment.	D	CV, Interview
Experience in the use of security tools such as SIEM, to monitor, collect and analyse data for patterns, anomalies and risks/	D	CV, Interview
Knowledge of tools such as Endpoint AV and Malware solutions, Tenable/Nessus, Wireshark.	D	CV, Interview
Experience with Microsoft Cloud security (Azure, Sentinel, etc) is highly desirable.	D	CV, Interview
Experience of Microsoft Windows Server and desktops.	D	CV, Interview
Experience and understanding of client to server concepts and technologies such as SMB, FTP, SSH and similar technologies/protocols.	D	CV, Interview
Working knowledge of TCP/IP networking.	D	CV, Interview
Experience documenting work using required standards, methods and tools.	E	CV, Interview
Shows respect and listens with interest to others.	E	Interview
Can demonstrate adapting approach where needed to take the opinions of others into account.	E	Interview
Able to express ideas effectively, explain answers clearly, carefully and respectfully listens to colleagues and customers, particularly when the answer is no.	E	Interview
Considers the impact of their actions on others and confidently manages challenging conversations with customers or colleagues to achieve positive outcomes.	E	Interview

Capability		
Demonstrable ability to analyse threats, anomalies and suspicious behaviour, and reach appropriate solutions.	E	Interview
Can show a logical and structured approach to problem solving and fault analysis.	E	Interview
Excellent communicator, who can work collaboratively and present complex information simply.	E	Interview
Have a good understanding of a range of IT systems and technologies.	E	Interview
Is organised and good at multi-tasking and meeting tight schedules.	E	Interview
Can develop processes and ensure compliance to operational policies and process	E	Interview
Is able to understand how the achievements of their team contribute to wider organisational objectives and priorities.	E	Interview
Has an active interest in their own field of work, keeping up to date with best practice requirements	E	Interview
Can recognise when they don't have the skill or knowledge to deal with a task and if so, find support to assist with this development need	E	Interview
Understands that we all have a responsibility to maintain the good reputation of Isle of Man Government	E	Interview
Makes timely and sensible decisions under pressure, taking the consequences of their decision into account and acting within their level of authority	E	Interview
Comfortable with working on multiple pieces of work at the same time.	E	Interview
Is versatile and adaptable, able to manage changing demands	E	Interview

Character		
Seeks challenge and variety from their job	E	Interview
Is curious and wants to learn, able to thrive in complex situations and identify opportunities for improvement	E	Interview
Motivated to meet targets, able to juggle multiple tasks	E	Interview
Resilient and able to maintain your work focus even when working under pressure and you aren't afraid to ask for help if you need it.	E	Interview
Can work alongside colleagues in a collaborative way, positively challenging them and being open to positive	E	Interview

challenge yourself if required. Respectful towards colleagues, and see everyone's role as equally important to the delivery of service value.		
Understands the importance of their role in representing GTS to customers and suppliers	E	Interview
Delivers work to a high standard of quality and evidence of continuing personal development by working with, listening to, positively challenging and learning from others.	E	Interview
Able to use personal experience and knowledge to assess the best course of action and act with confidence in their own ability	E	Interview
Comfortable working independently and with minimum supervision	E	Interview
Demonstrate behaviours, attitude and performance they expect from their team	E	Interview
Work in an organised way, creating confidence in their ability to effectively complete key tasks	E	Interview

Other Requirements		
IOM worker	D	Application
Driving licence	D	CV/Interview
Security Clearance Check	E	Pre-employment checks