

Compliance Manager

Mission Statement

Blending cutting-edge technologies, unique skill sets and proven cyber counterintelligence strategies, SpearTip partners with our clients to protect shareholder value, shield corporate reputations and enhance long-term profits. We are driven to protect our clients from the ever-changing threat actors and become the gold standard in detecting zero-day vulnerabilities.

We are driven by our core values: tenacious, consistent, decisive, continuous learning, accountable and collaborative. These values define our culture, and we strive to employ technical experts who have the right character, attitude, and motivation necessary to deliver exceptional service to our clients. We are looking for new talent in the St Louis area to be a part of our growing team!

Job Description

You will be primarily responsible for the operation of SpearTip's internal risk control program to ensure compliance for regulatory and external audit requirements. In addition, you will design and monitor control systems to prevent and/or address compliance gaps. You will also be responsible for aligning SpearTip policies and procedures to meet the highest level of industry compliance standards.

Responsibilities:

- Operate SpearTip's internal risk management program
- Ensure performance for regulatory and external audit requirements
- Oversee business operations relating to compliance including policies, investments, and procedures
- Develop and implement company policies, standards, guidelines, and procedures
- Evaluate company procedures and reports to identify hidden risks or common issues
- Oversee and improve change management processes within the technical environment
- Regularly assess the efficiency of control systems and recommend effective improvements
- Coordinate with department leads to perform audits on internal procedures and processes
- Assist in alert creation and resolution best practices in regards to unauthorized changes
- Design and monitor control systems to address violations of legal rules and internal policies with input from stakeholders
- Lead employee training sessions on legal and compliance issues
- Leverage proactive roadmapping for continued compliance programs
- Conduct Change Impact Analysis to assess potential implications and risks of changes across the SpearTip environment
- Validate onboarding and related controls are functioning throughout employment
- Induce proactive issue and risk management strategies to ensure early identification and effective communication to the Senior Leadership Team
- Pursue continued technical education/certifications (at SpearTip's expense)
- Other duties as assigned

Required Qualifications:

We consider a candidate's character, experience, potential, and desire to learn. For a strong candidate, we offer training and company-paid certifications to fill knowledge gaps.

- Experience with risk management program and frameworks
- Experience or knowledge of ISO 27001 and/or SOC2 Type 2 audits
- Drafting and maintaining information security policy and procedures
- Experience setting up internal control checks to validate the functionality of a risk management program
- Ability to work onsite in St Louis, MO
- Security clearance eligibility
- Eligible to work in the United States without sponsorship

Desired Qualifications:

- Bachelor's degree in Cybersecurity, Risk Management, or Business Management or similar degree
- 2+ years in a risk management position supporting a technical operation
- CISA, CISM, CRM, PMP, or similar certifications

Additional:

At SpearTip, we strive to protect our clients 24/7, 365 days a year from the ever-evolving changes in cybersecurity. We take pride in our results and what we achieve. We recognize that life isn't all about work; we promote a culture that supports your personal goals and enriches your professional goals.

We provide excellent benefits to our team members. You could be eligible for:

- 100% employer paid health, dental and vision coverage plans for you and your family members
- 401(K) Plan with 100% employer match up to the first 5%
- Paid Time Off program and paid holidays
- Opportunities to grow and promote through employee development and employer-paid training