Human Resources
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IT Cybersecurity Engineer

JOB CODE	JOB FAMILY	PROFILE
JCP436	**Information Technology**	**IT Cybersecurity Engineer**
PAY TYPE	**PAY RANGE**	**REVISION DATE**
Salary	**$72,093.00 - $111,738.00**	**October 30, 2026**

The IT Cybersecurity Engineer performs advanced, specialized work of a professional nature, utilizing skills that require technical expertise and an understanding of complex analytical procedures and security system processes while working with a significant amount of independent authority and judgment. Incumbents may lead a project team or provide expertise in information security systems, including definition of user requirements, feasibility studies, design, program specifications, testing, and implementation.

Job Description

DUTIES AND RESPONSIBILITIES

- Continually improves information security posture of Bernalillo County by staying abreast of the latest threats, trends, and technology solutions. Defines, designs, and drives the information security roadmap.
- Assesses the organization’s security requirements and sets appropriate best practices and standards.
- Implements and monitors security measures for the protection of computer systems, networks, and information. Develops Information Security Plans and Policies. Researches and develops technology solutions for cyber security applications.
- Designs, maintains, and updates the security measures required to safeguard systems, networks, and data for Bernalillo County.
- Analyzes network traffic and packet capture to understand data flows and identify abnormal network traffic. Takes appropriate action to mitigate any security vulnerabilities created by abnormal network traffic and make configuration changes to security systems to prevent future problems.

- Assesses information system vulnerabilities by penetration testing and mitigates identified vulnerabilities or recommends technical solutions to mitigate security vulnerabilities.
- Maintains strong knowledge of the newest active security threats and events, uses that information to hunt down the newest cyber security threats within dynamically changing technical environment.
- Mitigates security vulnerabilities by implementing applicable solutions and tools. Configures, maintains, and troubleshoots security infrastructure devices.
- Monitors for security breaches. Investigates security breaches and security incidents. Ensures Management knows as much as possible, as quickly as possible about security breaches or incidents. Closely advises internal stakeholders regarding security breaches or incidents, inclusive of root cause analysis and remediation.
- Leads the work of subordinate security staff within an assigned work unit; directs the work of peers and/or subordinate professional information technology staffed on assigned projects.
- Prepares reports for Executive staff and internal County departments such as HR and Legal, prepares correspondence and other documents; participates on committees and task forces; attends meetings, conferences, and training sessions.
- Required to be on 24/7 on-call duty which is on a rotation basis.
- *The above information is intended to outline the general nature and scope of the duties required for this position. It is not an exhaustive list and may vary depending on specific job assignments and responsibilities.

MINIMUM QUALIFICATIONS

- Bachelor’s Degree in Computer Science, Information Systems, or a closely related field.
- Eight (8) years’ experience as a security engineer.

*Any equivalent combination of related education and/or experience may be considered for the above requirements.

SUPPLEMENTAL INFORMATION

SCREENING AND COMPLIANCE

The offer of this Bernalillo County position requires compliance with the following:

- Successful completion of a post-offer employment medical examination.
- Adherence to all County safety guidelines.
- Complete all FEMA training(s) assigned to this position.
- Possession of a valid New Mexico driver’s license by the date of hire and maintenance of a valid license while employed in this position.
- Complete required supervisor training, if applicable.

PREFERENCES

- Preferred Cisco Certification, CCNP Security Certification or Certified Information Systems Security Professional (CISSP)

WORKING CONDITIONS

- Work is typically performed in an indoor office environment but occasionally requires travel to other locations.
- Work environments may include noise, dust and/or unpleasant odors, and may occasionally require work in confined spaces.
- Occasional evenings, holidays and/or weekend work may be required.

EQUIPMENT, TOOLS, AND MATERIALS

- Equipment typically used in the performance of office duties includes telephone, computer, printer, and copy machine.
- Materials and products handled in the course of performing essential duties vary but may include files, forms, reports, various other paperwork, a wide variety of basic office supplies and equipment.