



IT Controls and Security Manager

This is a hybrid role, our offices are in Little Island, Cork.

The role:

The IT Controls and Security Manager will manage a team who will lead the design, implementation, and continuous improvement of operational security measures across all IT systems. This role is essential to proactively managing risks, participating on incident response, ensuring compliance, conforming to standards and embedding a security-first culture across the organization.

There are 5 team members reporting directly into this position.

Major Responsibilities:

- Lead the development and execution of IT Operational security strategies, policies, and procedures.
- Execute on enterprise class vulnerability and patch management, ensuring the team meet and comply with SLA's and monthly compliance metrics.
- Optimize security operations tools in accordance with business & strategy needs.
- Coordinate incident response activities and conduct post-incident analysis when required.
- Collaborate with IT infrastructure and Application teams to ensure secure systems architecture.
- Align & collaborate with Information Security on vulnerability assessments, risk evaluations and Policy directives.
- Ensure compliance with relevant security & regulatory standards (ISO 27001, NIST, GDPR, etc.)
- Be a key stakeholder in Laya Service Delivery and Incident Management Process.
- Manage relationships with external vendors, auditors, and security consultants when required.
- Report on key security metrics and present findings to senior leadership
- To ensure that team members comply with processes and procedures to maintain adherence to the company's quality policy
- To set annual & monthly objectives to guide the team to achieve key business objectives
- It is the responsibility of each manager to ensure their team complies with Health & Safety requirements in their own business area.
- Pro-actively engage with Business and IT to ensure solutions enable the required business functionality / capabilities, comply with standards and policies, re-use existing functionality and

address operational stability requirements

- Participate actively in Laya's Architecture Review Board (ARB).

Qualification, Skills & Experience:

- Bachelor's degree in information security, Computer Science, or related field.
- 5+ years of experience as an IT Management or Leading Teams.
- Strong knowledge of cybersecurity frameworks, standards, and Security tools.
- Proven experience with incident response, threat intelligence, and risk management.
- Familiarity with cloud security (AWS, Azure, GCP).
- Certifications such as CISSP, CISM, or equivalent.
- Keen interest to grow your skills in this ever-changing space (as this technology grows)
- Knowledge and experience of IT architecture methodologies, disciplines, processes, concepts and best practices.
- Strong communication and stakeholder relationship skills.
- Experience in regulated environments (e.g., finance, healthcare).
- Working knowledge of DevOps principles and CI/CD pipelines.
- Experience in Tools like SEIM, Ansible, MECM, Qualys, Intune, RH, DLP and endpoint protection products.
- Demonstrable desire for continuous learning, particularly with regards to emerging technologies.
- Ability to translate strategic priorities into operational reality, demonstrating strong decision-making skills.
- Analyse user requirements and determine Plans and desired outputs - creativity and problem-solving skills are required
- Driver of high standards for individual, team and organisational accomplishment and delivering desired results.

To apply for this role, please email recruitment@layahealthcare.ie with a copy of you CV and a cover letter and quote the job title in the subject line of your email.

At laya healthcare we value diversity and recognise the benefits it can bring to our team and our customer interactions. We celebrate difference and want our people to be representative of all communities.

If you require reasonable accommodation for any part of the application process, please let us know

Laya Healthcare Limited, trading as Laya Healthcare and Laya Life, is regulated by the Central Bank of Ireland. You will receive practical and financial support to achieve the Minimum Competency Qualification in Insurance which is a requirement in this role.

It has been and will continue to be the policy of Laya Healthcare to be an Equal Opportunity Employer. We provide equal opportunity to all qualified individuals regardless of race, religion, age, gender, gender expression, national and ethnic origin, membership of the travelling community, marital and family status, disability or any other legally protected categories.

At Laya Healthcare, we believe that diversity and inclusion are critical to our future and our mission – creating a foundation for a creative workplace that leads to innovation, growth, and profitability. Through a wide variety of programs and initiatives, we invest in each team member, seeking to ensure that our people are not only respected as individuals, but also truly valued for their unique perspectives.