Performance Profile: Security & Compliance Engineer

About the TTS Public Benefits Studio

The TTS Public Benefits Studio is a cross-functional team of technologists with specialized experience working across public benefits programs like Medicaid, SNAP, and unemployment insurance. We collaborate with benefits programs to develop shared technology tools and spread best practices that reduce the burden of navigating government programs for low income individuals and families.

Role Summary

The TTS Benefits Studio is looking for a Security & Compliance Engineer to help us build software products that radically improve public benefits delivery across benefits programs. Specifically, we're currently working to get our Notify messaging service to pilot and early production access. As a member of the Benefits Studio team, you will be a builder, contributor, and a catalyst.

With the support of the team, you will work to align internal and external stakeholders on issues of data, privacy, security, and compliance. Through doing so, you will solve large, complex problems while building a user-centered, open, and transparent culture.

You are a good fit for this role if you have experience in:
- Identifying and navigating GSA (or other highly regulated organization)'s data, security, and compliance processes needed to maintain Notify's Lightweight Authority to Operate (LATO) and work towards a full-moderate Authority to Operate (ATO).
- Collaborating with prospective federal, state, or local partner agencies to clear internal hurdles and allow them to use tools like Notify.
- Identifying where security practices differ across federal, state, and local agencies in order to make product implementation decisions that facilitate adoption of tools like Notify.
- Providing input on the design and implementation of software, workflow processes, policy, and guidance to ensure security for the public as they navigate the process of accessing and using their benefits.
- Blazing a trail both to help future teams more easily, confidently, and quickly navigate security and compliance processes across governments.

- Have a background working on cross-functional, multidisciplinary teams that deliver digital products and services in an incremental, user-focused way in highly-regulated environments.

Bonus points for obtaining or managing a federal ATO, or writing or analyzing Python-based applications.

Key Objectives

Key Objective #1: Serve as an expert in IT policy with a focus on security and compliance

- Demonstrate extensive experience with compliance processes, partnering with compliance oversight and auditing teams, and advocating for risk-based approaches to compliance.
- Provide authoritative advice to the Benefits Studio team and agency partners on highly complex government IT security & compliance matters
- Within the context of specific products, including Notify.gov, identify improvement opportunities for IT security or gaps in policy, guidance, methodologies, capability, or capacity in order to strengthen the government's ability to securely and efficiently administer public benefits programs.
- Manage the IT security and assurance processes and tools (such as ATOs) as well as identify, document, and access information needed to implement Benefits Studio tools (ex. system diagrams, API endpoints, etc).

Key Objective #2: Establish a security and compliance practice within the TTS Benefits Studio

- Apply security & compliance engineering principles in all aspects of design, development, and operation of Benefits Studio services and offerings.
- Add and monitor security tooling and guardrails within the CI/CD pipeline.
- Work with the team to define and meet quality standards for any Studio product.
- Contribute to TTS shared tools and resources that facilitate security and compliance processes
- Work within a distributed multidisciplinary agile team(s) to deliver products and services by participating in constructive discussions, sharing knowledge openly, and demonstrating value for technical and non-technical contributions.
- Support a safe and inclusive workplace as well as a positive team culture where diversity and individual differences are valued and leveraged.

- Provide visibility into progress, communicate blockers and challenges, and ask for help when necessary.
- Make well-informed, effective, and timely decisions.
- Position the organization for future success by identifying new opportunities for the Benefits Studio. Examples of opportunities include products, services, publishing best practices, policy advocacy, and coalition building.
- Identify and analyze problems in a constructive manner.

Key Objective #3: Work effectively in the federal government

- Develop and maintain knowledge of DevSecOps and platform concepts and how they are leveraged in government.
- Understand risk management frameworks and Authorization to Operate (ATO) concepts.
- Demonstrate willingness to develop and maintain knowledge of public benefits programs and navigating program administration across multiple levels of government.
- Skillfully navigate complex organizational relationships both within and outside of TTS.
- Cooperatively negotiate disagreements and mediate compromises.
- Build inclusive, respectful partnerships with diverse groups of people.
- Demonstrate genuine interest in the day-to-day activities that keep our government running.
- Keep up-to-date on policies and trends that affect the organization and shape stakeholders' views.