## Principal - Red Team, Physical Security Penetration Testing (Amazon Corporate Security) at Amazon.com Services LLC

* 12 years in role or domain.
* Experience with the collection and analysis of threat intelligence
* Experience with Physical Red Team / Black Hat Penetration Testing
* Experience of dealing with information and intelligence, interpreting security threats and risks and management of investigations
* Industry certification is desirable
* Demonstrated in-depth knowledge of Security Risk Management principals
* Demonstrated knowledge of current technical security solutions and technologies
* Experience managing service providers and vendors
* Demonstrated high level of attention to detail and accuracy.
* Proven ability to communicate clearly and concisely (both written and verbal, presentation and interpersonal skills)
* Proven ability to manage tactical (daily) operations and participate in development of strategic program plans
* Oral and written communication proficiency
* Proven ability to comfortably and confidently present to all levels within the enterprise
* Experience in corporate security for a global company
* Experience writing and publishing security standards
* Proven working knowledge of physical security systems and components
* Demonstrated skills in developing metrics and in conducting security related trend analysis
* Proven ability to develop and deliver security awareness training programs

Job summary

Amazon Corporate Security’s (ACS) vision is to provide a safe and secure workplace environment for all employees. Supporting this vision, the ACS Global Programs and Services (GPS) team leads a range of strategic programs and services and is expanding its scope to include a Physical Security Vulnerabilities Assessment program.

To ensure we have the ongoing capability to meet the ever-changing threat landscape, it’s important to

test our physical security effectiveness at our Amazon corporate sites. This role, Principal - Physical Security Penetration Testing, reporting to the Head of GPS, will work to ensure our customers benefit from a comprehensive approach to identifying and addressing vulnerabilities in our physical security posture across Amazon corporate sites globally. This position will proactively take ownership of strategic and operational initiatives at the global level, relating to physical penetration testing, ‘Red Team’ exercises, threat emulation, and campaign-based testing within the corporate physical environment only (this program is not responsible for, and will not conduct red team exercises relating to network security).

The Principal is also responsible for ensuring actionable insights and data are provided to stakeholders to support the mitigation of relevant security risks, and ensure continuous improvement of ACS security programs, solutions and systems, through a collaborative ‘Purple Team’ mindset.

Key job responsibilities

The Principal – Physical Security Penetration Testing, will be required to (as a minimum);

* Plan, coordinate and lead Red Team simulations based on organizationally defined threat scenarios with strict adherence to the agreed-upon rules of engagement
* Develop, and adopt a comprehensive risk-based approach to penetration testing.
* Lead various associated Red Team activities such as: intelligence gathering, threat assessment and modelling, social engineering, covert and overt security testing and vulnerability assessments
* Stay current on emerging technology trends and the threat landscape and provide subject matter knowledge for specific adversarial threats/risks, to assist with mitigation strategies
* Understand vulnerabilities and develop relevant exploits/tactics for use during Red Team activities
* Perform security risk assessment, threat analysis and threat modelling
* Perform independent reviews of ACS’ security solutions, policies and procedures
* Stay on-time, on-budget, and within scope of testing activities
* Develop clear detailed reports and recommendations based on concrete evidence
* Lead and/or participate on various technical review groups, or ‘Lessons Learned’ sessions, or other forms of after-action-reviews with stakeholders, to help ACS improve practices, methodologies, tools, and other technologies
* Assist management with the improvement of policies and procedures to support consistent security testing and Red Team activities, as well as other security duties which may arise
* Participate in developing a security roadmap, adaptation of security best practices, and testing or implementation of new ideas and innovations according to the industry trends
* Adhere to the best practices and work for delivering secured and quality products
* Consult with technical experts and system owners on all aspects of Physical Security and Compliance
* Provide leadership, share knowledge and mentor team members
* Train embedded and contingent personnel
* Coordinate outsourced services and associated vendor activities
* Cross-train other teams within the Amazon Security organization/s and ACS functional areas
* Build effective working relationships with peer groups and internal customers and communicate regularly with ACS stakeholders on operational challenges, ideas, and initiatives
* Perform other duties as assigned.

A day in the life

The Principal will demonstrate expertise in the ability to support the strategic development and delivery of ACS’s security-related programs, services and key projects by delivering a comprehensive testing and assessment program globally. The Principal will be expected to assist ACS and GPS leadership to drive effective security outcomes within the relevant areas of operation and their success will be based in large on their ability to build collaborative relationships with their peers in region and globally within the Amazon Security function as well as partnership with key external customers and stakeholders, such as Legal and HR.

The ideal candidate will be a self-starter, with a passion for independent, creative problem-solving, and have relentlessly high standards, and strong facilitation skills, with expertise in security management and with a strong commitment to raise the bar of performance and achieve results. Customer obsession is a must.

About the team

Amazon Corporate Security’s (ACS) vision is to provide a safe and secure workplace environment for all employees. To support the delivery of its vision, the ACS Global Programs and Services (GPS) team leads a range of strategic programs (Quality Assurance, Policy and Standards, Digital Transformation, Communications, Learning) and essential services (Business Assurance Centers and ACS Program Management Office).

* Master’s Degree (or higher) in Justice, Security, Law Enforcement, Business Management, Accounting or equivalent education or experience
* CPP, PSP, CISSP or similar certification
* CTRA, CRTOP, OSCP, CompTIA Security , CompTIA PenTest , OSEP or similar certification
* Experience implementing and managing enterprise-level solutions/programs
* Results-oriented person with strong delivery focus who can work independently and collaboratively with global teams
* Experience/certification with Lenel Access Control Systems
* Understanding of security operations, risk management, and quality management
* Ability to think clearly, analyze semi-quantitatively, problem-solve, scope technical/process requirements, and prioritize tasks