



REQUEST FOR EXPRESSIONS OF INTEREST

CIRT DEPUTY MANAGER



Government Digital Transformation to Strengthen Competitiveness: CIRT DEPUTY MANAGER

Country: The Commonwealth of The Bahamas

Supporting Institution: Inter-American Development Bank

Programme: Government Digital Transformation to Strengthen Competitiveness

Project Number: BH-L1045

Loan Number: LO-4549 / OC-BH

Sector: Reform / Modernization of the State

Sub-Sector: E-Government

Deadline: 30th January, 2026

Post: Computer Incident Response Team (CIRT) Deputy Manager

Post Location: Nassau, Bahamas

Reports to: CIRT Manager

The Government of the Commonwealth of The Bahamas (GoBH) has received financing from the Inter-American Development Bank (IDB), toward the cost of the Government Digital Transformation to Strengthen Competitiveness and intends to apply part of the proceeds for the consulting services of a **CIRT Deputy Manager**. The consulting services ("the Services") will act as a critical member of the CIRT, leading, promoting and improving the cyber resilience in The Bahamas and its community of organisations, business and citizens. The role focus on operational cybersecurity to include Cyber Threat Intelligence, Continuous Monitoring, Incident Response and Digital Forensics. The CIRT Deputy Manager will be responsible for driving process refinement and implementation, project management, cross-functional collaboration, direct supervision of staff and advising the CIRT Manager. The contractual position is twelve (12) months renewable based on satisfactory performance.

Main responsibilities include:

- Responsibility for the technical leadership of Cybersecurity Operations and Incident Response management services, including incident triage, incident coordination, the identification of response strategies, reporting and communication.
- Leading the investigation, analysis and evaluation of cyber security incidents that occur in the country culminating in the publication of debrief reports that identify opportunities to improve cyber security risk management and incident response, and feed into the CIRT's guidance and educational initiatives.
- Lead and facilitate cyber security incident escalation, cross-team coordination, documentation, and reporting including post incident review activities.
- Oversee the preparation and dissemination of best practice guidance on the management of cyber security risk and incident response process, policies and procedures, including playbooks and protocols for reporting, training, and continuous operational improvement.
- Manage the CIRT cybersecurity services engagements and engagement teams with all stakeholders.
- Responsible for the performance management of the CIRT's operations and the defining, monitoring and reporting of KPIs to the Manager of CIRT and wider stakeholders.
- Establish and maintain technical links with international cyber security networks including CIRTS in other jurisdictions and internationally recognised leaders in cyber-security.
- Assist in the development of key security objectives and corresponding strategic plan to safeguard the CIRT internal network.
- Design and manage Island-wide cyber security exercises including participation from government, critical national infrastructure organisations and a private business.
- Develop and coordinate channels for peer-to-peer cyber security information sharing between businesses to ensure they benefit from up to date real-world threat information.
- Assist in the support of internal and external audits and cyber risk assessment activities, including any required remediation of audit issues or mitigation of risk.
- Provide administrative direction and support for daily operational activities, including managing staff, scheduling, development, and evaluation.
- Deliver expert advice to stakeholders and management regarding the security status and incident response.
- Work a flexible shift, which may include either working on a weekend, on a public holiday or at night.
- In addition to the duties required above, the Deputy CIRT Manager may also be required to complete other tasks not specifically mentioned that are within the scope of his/her title and considered reasonable by industry standards



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The successful candidate should have the following

- A Bachelor's Degree in Computer Science/ICT/Engineering – Electronics, Telecommunications, Computer or any relevant area, from an accredited college/university.
- Five (5) years of working experience in Cybersecurity/ Information Technology management, cybersecurity projects in systems and network security solutions, application security, and environment configuration.
- Three (3) years of security operational program management experience in a high-volume, high-intensity environment such as a security operations center or crisis management/emergency response center.
- Industry certifications such as CISSP, GCIH, GCFE, GCFA, GCFR, CISM, CEH, ITIL and other cybersecurity certifications a plus.
- Demonstrated experience in investigating error, developing root cause analysis, and reporting findings and proposed mitigations to leadership team members.
- Working knowledge of cybersecurity forensics, service management, capacity management, change management, technology implementation and risk analysis strategy.
- Knowledge and experience in incident response support and coordination, Incident handling and Analysis.
- Knowledge and experience in a broad range of hardware and software, in particular cyber intelligence, security events correlations and forensic tools.
- Experience in designing incident response plans and playbook; drafting, editing, and publishing written products such as incident reports, messaging products, and security alerts.
- Working knowledge of crisis management, business continuity and disaster recovery procedures.
- Demonstrated ability to quickly collect and analyze data necessary to brief senior leaders on important, time sensitive security issues.
- Experience in designing, implementing and measuring relevant security and technology management critical success factors, key performance indicators, and metrics.
- Good interpersonal communication skills with the ability to interact with senior management, with excellent verbal and written communication skills, and interact effectively with a broad and diverse group of stakeholders across different business sectors.
- Demonstrated technical knowledge of current network security, network hardware, protocols, and standards required.
- Manage competing priorities, including concurrent security events, by directing and allocating personnel resources, and escalating to managers and stakeholders as necessary.
- Experience of process design and implementation. Proven experience leading, coaching and mentoring a technical team and managing performance to deliver world-class services.
- Manage Service Level Agreements (SLAs) to ensure consistent service delivery across multiple functional levels.
- Self-starter who demonstrates initiative and is willing to assume responsibility.
- Bahamian citizen or resident with the right to work in the Commonwealth of The Bahamas is mandatory.

The Ministry of Economic Affairs now invites eligible Consultants to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. Further information can be obtained by E-mail:

DTUPROCUREMENT@bahamas.gov.bs

Individuals will be selected in accordance with the IDB's Policies for the Selection and Contracting of Consultants financed by the IDB, and it is open to all eligible Individuals as defined in these policies. All CVs and qualification documents must be submitted Re: **CIRT DEPUTY MANAGER** to E-mail: DTUPROCUREMENT@bahamas.gov.bs on or before 30th January, 2026 at 5:00 p.m.

ONLY SHORT-LISTED INDIVIDUALS WILL BE CONTACTED