

GRADUATE CAREER OPPORTUNITIES AT INTEGRITY360



Integrity360
your security in mind

www.integrity360.com/careers

"We have the most skilled staff in the industry. We search worldwide and we hire the best. No other company puts so much focus on their employee's career development. We believe in encouraging our staff to reach their full potential and we provide the tools for them to do so."

Eoin Goulding
CEO, Integrity360



MAKING THE RIGHT CHOICE FOR YOU

Integrity360 is the largest cyber security firm in Ireland & the fastest growing in the UK.

The company has grown consistently year on year since its establishment in 2005, highlighting its position as the largest IT security specialist in Ireland and the fastest growing in the UK.

Our clients can be found in all business verticals and include some of the largest and most well-known brands in the country.

What sets Integrity360 apart is our excellent team of people that drive the business forward.

The company was founded with a focus on technical expertise and that philosophy remains today.

The skills and experience in the company are some of the greatest in the industry and clients remain with us because they can rely on, and trust us, to go above and beyond to ensure their needs are met.

I feel privileged to be a part of creating the successful team who work at Integrity360.

We are a diverse organisation from culture to skillsets and we recruit for culture fit first in order to maintain our passion and uniqueness.

We believe in supporting our staff to reach their full potential and we provide the tools to enable them to do so. We're not just a Company, we're a community with a great team spirit.

The company is on the cusp of something great and we feel like we are only beginning – it truly motivating, exhilarating and equally a challenging time in Integrity360 and I am excited about our journey and mission to becoming a leading Global IT Security partner to our clients.



Sarah Cullen,
HR Manager,
Integrity360



THE 4 REASONS WHY

We believe there are a huge number of reasons why graduates should and do come to work with us. From speaking with past graduates these are the four reasons why they chose Integrity 360 and why they have stayed since that decision.

GROWTH

1

The business aims to challenge all new recruits and will support them while doing so. We will encourage you and enable you to achieve your potential.

OPPORTUNITY

2

You'll get exposure to some of the largest and most interesting security projects in the industry.

You'll gain experience in one of the fastest growing cyber security companies in the country and will learn from some of the most experienced security professionals in the industry.

SOCIAL

3

We work hard and we enjoy our time out of the office. We have staff organised events for every interest including a company band, 5 a side soccer, golf, boxing, cinema trips and plenty of lunch & learns.

VARIETY

4

We work hard to stay ahead of the curve and make Integrity360 an exciting place to work. We innovate and we constantly try new things, which means you can constantly try new things, both through personal and professional development.



Types of roles we have available

First Level SOC Analyst

Our first level SOC analysts provide the first point of contact with the Company for our customers. They provide basic troubleshooting of any Security issues that are raised via the phone and service desk, in a timely and effective manner. They have coverage of both network and security issues which allows for broad exposure to multiple career paths you may wish to progress forward within. This is a shift based role which operates between 7am – 3pm, 3pm – 11pm and 11pm until 7am across a five week rotating cycle. In this role you will get exposure to the majority of our customer base that will allow you to begin learning their infrastructure and security posture. It also allows you to build relationships with colleagues across our Network Infrastructure Team, Professional Services Team and also our Security Analyst Team.

Network Infrastructure Engineer

Our network engineers are responsible for providing technical support, advise and analysis on the hardware vendor products and technologies for our customers infrastructure security needs. As part of a dedicated Support team these engineers are responsible for the provision of detailed and accurate guidance on the use of client products to support our customer base. This role involves first-call resolution, software/network

troubleshooting and provide proactive support services as well as on call rota.

Security Analyst

Our security Analysts have responsibility for providing in depth security analysis across a wide variety of technology platforms and assessment tools. Through traffic analysis, intrusion analysis and detection of threats based on system alerts and logs our analysts verify security events as security incidents, correlate and collate the information and develop, edit, and deliver security reports to enterprise-level customers. This role requires flexibility and the ability to work extra hours when the business calls for it.

As a Security Analyst you will have an opportunity to obtain a deep working knowledge of database security, IBM Guardium toolset, Triton, SIEM and TVM.

Financial Analyst

This role is required to work within our Finance Function in the Head Office. This role is designed to support our current Finance Team but also to enable the successful Graduate to learn and develop across a multi discipline finance function. This role will be responsible for assisting with analysis and forecasting, administrative duties associated



IN CONVERSATION WITH SECURITY ANALYST, JAMAL ALI

with the role and working as team. The successful graduate will have graduated from a finance/economics degree. This will be the start of your career and our amazing teams are ready to impart their knowledge and experience with you.

Upon successful completion of your first year, you will have the opportunity to study your ACCA/CIMA funded by Integrity360. You will learn how to provide financial insights to the business in profitability and cost centre reporting and take part in ongoing project work with key accountability for delivering on objectives. This role will provide you with autonomy and accountability.

Professional Services Graduate

This role is required to work with our Professional Services Consultancy Team. We are looking for IT Security and Network graduates who are willing to learn and develop through the mentoring from our Professional Services Team and also through vendor and industry led training. You will be working within a team of security consultants providing and integrating security solutions for Integrity360 customers. You will be primarily responsible for providing design and implementation of security solutions to customers. You will be required to provide detailed and accurate guidance on

"I first heard of Integrity360 when the company sponsored the first ever ZeroDays CTF event which was organized by our college ITB, primarily for cyber security students in Irish colleges.

When I received an Interview with Integrity360 and subsequently offered a position I was delighted with the opportunity of gaining experience and the chance to increase my knowledge of the field at the leading cyber security company in the country, I was not disappointed as my role was based in the Security Operation Centre (SOC) room, I was amongst colleagues with a wealth of knowledge and experience who were always there to help and guide, this kind of support was important for me as this was my first job as a graduate.

Integrity360 encourages its employees to grow their skillset, as a graduate this policy benefited me directly as within few months I was given the ITIL training as well as the chance to sit the ITIL foundation exam and get certified, and two more certification programs have been approved for our team for the year of 2016.

What I like most about Integrity360 is the fact that everyone is approachable and pleasant no matter what their role or title is, there is good communication between different departments in the company, and there is a great atmosphere in the work place, so far it has been a pleasure."



issue resolution to the security support team. You will need to effectively interact with other members of the team to provide solutions to technical issues, and mentor other staff members. This role will require you to have an appetite for multiple security technologies such as CheckPoint, F5, Juniper, Cisco, Imperva, Forcepoint and Routing and Switching (Cisco and Arista).

Business Analyst

Integrity360 is seeking an Intern/Graduate who has an interest in the IT Security field. As a Business Analyst you will be given the opportunity to develop your skills and talent with practical experience in implementing, documenting and managing processes, ensuring compliance with these processes and maintaining a high level of ongoing documentary support for business activities associated with Service

**you will be given
the opportunity
to develop your
skills and talent
with practical
experience**

Delivery activities both in and out of the organisation. You will have the opportunity to perform analysis on the different revenue streams of the business, customer and segmental revenue and profitability and KPI development and implementation.

System Admin Analyst

Integrity360 is looking for an enthusiastic graduate with an appetite for business information systems to join our Systems Team. The successful candidate will Monitor day to day input of data to ensure users are entering data in the most efficient and accurate method. Train staff to follow correct processes and police process adherence so that repeat offence is flagged to the relevant management personnel. They will assist in reporting out of the toolset on a day to day basis and be in a position to validate the accuracy of granular level data. This is an amazing opportunity for a graduate to understand the benefit of information systems and to become certified with tools that enable a business to operate efficiently with fit for purpose processes.

CRA Analyst

Integrity360 is seeking Cyber Risk & Assurance Analysts whom have an interest in the Information Security field. Our analysts will primarily be responsible for helping our Cyber Risk & Assurance



IN CONVERSATION WITH PROJECT MANAGER, CIARA MURRAY

Advisors with a variety of Security and business related projects. As a CRA Analyst you will be given the opportunity to develop your skills and talent with practical experience in management processes, governance, risk and compliance obligations of both the corporate entity and those of our clients and you will have exposure to customers and accounts gaining first-hand experience in the Customer/Supplier relationship.

Sales Support Administration Role

Integrity360 is giving graduates an opportunity to learn the business from the selling perspective from Product to Sales Cycle and the revenue stream impact each solution has. This is an exciting opportunity to get involved in a fast growing business and create a career path in Sales from inside or out in the field. You will work closely with other Sales Support Team members, Finance, Account Managers, Business Development and our Head of Sales Ireland.

This role will provide the candidate an opportunity to work with our UK Sales Team also. The successful graduate will have a keen eye for detail, enthusiastic, customer centric and will act as a champion for the sales processes. The successful candidate will handle customer queries from query or enquiry through to resolution. You will gain first hand exposure to a blue-chip, enterprise level customer base.

"I joined Integrity360 fresh out of college after completing my masters in e-Commerce. I had always wanted a career in a business /IT environment, however I never expected it to be in IT security. I guess from my understanding of the industry, which was limited at the time, I expected that it would be a challenge, but at the same time exciting. My biggest fear walking into Integrity360 was that I wouldn't be given projects or any responsibilities, as I feel sometimes that can be the biggest let down for a graduate after working so hard, that you aren't given the appropriate work load.

Within the first two weeks I was told that I would be helping to roll out Integrity's new IT business communication system. When I heard this I was delighted that I was going to be able to put my stamp on something.

The first 3 months of my intern experience was a massive learning curve and it was something that I don't think anyone could learn in college. What I like most about the company is the amount of opportunities that it gives its employees to grow. As a previous Intern, the one piece of advice I'd give to all graduates is; go somewhere that is going to allow you to grow and develop your skill set."



Still not convinced?



We expect a lot from our team and in return we aim to always acknowledge and reward this hard work with a wide range of employee benefits. We also understand the importance of contributing to a great place to work and we aim to facilitate this in any way we can. We've outlined a number of our benefits below.

01 Competitive Salaries

02 Career Development Opportunities

03 Bonuses

04 Large Training & Upskilling Budget

05 Lunch & Learns

06 22 Days Leave

07 Income Protection

08 Culture Days

09 Branded Merchandise

10 Super Fun Friday

11 Hero Awards

12 Sports & Social

13 Cycle to Work Scheme

14 Referral Fees

15 Sales Leads Competition

16 Christmas Vouchers

17 Breakfast Mornings

18 Tax Saver Tickets

19 Summer BBQ

20 Pensions

21 Ski Trip

22 Casual Fridays

23 Healthcare

24 Secret Dinner Society Events

25 Christmas Party

26 Remote / Flexible Working

27 Group Schemes

28 Performance Appraisals

29 Death In Service

30 Office Parking



The 7 steps in our recruitment journey

We believe we should both do our homework before making such an important decision about your future career. Here are the seven steps in our recruitment journey:

- 1 Get to know Integrity360**
Visit our website & check out our careers page, follow us on Twitter, Follow us on LinkedIn and read some of our articles online.
- 2 Check out our open roles & apply**
Visit our website to view a list of vacancies. Make sure you meet the requirements. Apply. Promote yourself & tell us why we should interview you.
- 3 We'll review your application**
You will receive an email to confirm we have received your application. The HR team will review your CV before forwarding it to the relevant hiring manager for shortlisting.
- 4 We'll invite shortlisted applicants for interview**
Successful applicants will be invited for telephone/face-to-face interview. You'll be given at least 3 days notice and will receive all interview details in an email.
- 5 We'll complete the interview**
Before the interview you'll need to complete an application form. You'll be told in advance what type of interview you will have. This may be competency based, technical, a case study assessment or a presentation.
- 6 We'll inform you of the outcome**
The interview panel will make a decision based on your interview performance. Unsuccessful candidates will receive an email with feedback on what areas could be improved upon. Successful candidates will receive an email with an offer of employment.
- 7 Welcome to Integrity360**
Your contract will be sent out and you will have 7 days to sign and return it. Your start date will be confirmed in your contract.



Your Next Step

TALK TO US TODAY

Contact our HR team for more information about a role for you.

Phone: +353 1 293 4027

Email: careers@integrity360.com

Website: www.integrity360.com/careers

**JOIN US AND
BECOME A
CONTRIBUTING
FACTOR TO A
GROWING
BUSINESS**

HEAD OFFICE

3rd Floor, Block D, The Concourse,
Beacon Court, Sandyford, Dublin 18.
+353 (0)1 293 4027

LONDON OFFICE

90 Long Acre,
Covent Garden, London, WC2E 9RZ
+44 203 397 3414

BIRMINGHAM OFFICE

TS2 Pinewood Business Park,
Coleshill Road, Birmingham, B37 7HG
+44 203 397 3414

NEW YORK OFFICE

260 Madison Avenue, 8th Floor
Manhattan, 10016
+1 212 461 3286

Integrity360
your security in mind