POSITION ANNOUNCEMENT 27-04
NATIONAL INFORMATION TECH OPERATIONS AND APPLICATIONS DEVELOPMENT
IT SECURITY MANAGER
Office of the Federal Public Defender
Western District of Texas

Position:	IT Security Manager	**Position Type:**	Full-Time
Location:	San Antonio, Texas	**Opening Date:**	October 23,2026
Salary:	$108,001 - $127,624	**Closing Date:**	Until Filled

The Federal Public Defender for the Western District of Texas is accepting applications for the position of IT Security Manager, to be stationed in the San Antonio office.

POSITION DUTIES

The IT Security Manager plays a critical role in overseeing the information security program for the Federal Defender system. Responsibilities include ensuring compliance with Judiciary guidelines, developing, and overseeing security initiatives and safeguarding sensitive client and case-related information. This role involves supervising security teams including overseeing contractor performance and serving as the escalation point for critical issues. The focus is on proactive measures, staying ahead of cyber threats, and maintaining a vigilant stance in safeguarding the organization's digital assets. The IT Security Manager performs and supervises tasks such as:

- Leads the development and implementation of modern security tools, Zero Trust principles, identity and access management, and data protection.
- Coordinates regular security posture assessments of both internal and external networks.
- Oversees and develops vulnerability, patching, and remediation strategies.
- Evaluates emerging technologies, including cloud services and artificial intelligence, to identify security risks and establish security requirements.
- Oversees security monitoring initiatives in coordination with the organization's Security Operations Center (SOC)
- Develops and maintains security metrics and reports that give leadership a clear understanding of the organization's security posture, risks, trends, and progress toward security goals.
- Ability to develop Statements of Work (SOWs), Requests for Quotes (RFQs), and technical requirements.
- Leads cybersecurity incident response efforts and maintains regular testing of incident response plans.
- Ensures compliance with applicable Judiciary, NIST, and FISMA requirements.
- Provides security guidance and training for both technical and nontechnical staff.

MINIMUM QUALIFICATIONS

- High school diploma or equivalent.
- 3 years of general experience (relevant accredited coursework may substitute for part).
- 5 years of specialized experience with IT Security principles, practices, methods, and techniques (education may substitute for part).
- Experience leading or managing an organization's cybersecurity or information security program.
- Demonstrated ability to lead and develop high-performing technical teams.
- Ability to establish a culture of accountability, innovation, customer service, and continuous improvement.
- Ability to develop and maintain a multi-year cybersecurity strategy and roadmap.
- Experience analyzing and implementing federal IT regulations and policies to include FISMA and NIST.
- Lead cybersecurity modernization efforts to improve technologies, processes and services.
- Strong decision-making skills for day-to-day operations, incidents, and crisis situations.

BENEFITS

- Retirement benefits under the Federal Employees Retirement System.
- Optional participation in Federal Employees Health Benefits (FEHB)
- Optional participation in Federal Employees Dental and Vision Insurance Program (FEDVIP).
- Optional participation in Federal Employees' Group Life Insurance (FEGLI).
- Position is excepted service, without competitive civil service tenure.

HOW TO APPLY

Qualified persons may apply by sending a letter of interest (mentioning announcement 27-04), a resume and references. Experience should be described in detail. Send all required documents in a single PDF document named with applicant's "last name, first name-Announcement 27-04 NITOAD IT Security Manager" by email to TXW_Employment@fd.org. Electronic submissions sent directly to the Defender will not be considered. For applicants with disabilities, this organization provides reasonable accommodations, which are decided on a case-by-case basis. To request reasonable accommodation for any part of the application or interview process, contact Personnel Administrator Michelle Higgins at (210) 981-2081. More than one position may be filled from this announcement. Position announced October 23, 2026, subject to the availability of funds; open until filled. Due to the high volume of applications, only candidates selected for an interview will be contacted.

The Federal Public Defender is an equal-opportunity employer.