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Candidate information pack

Job title and position

What we do...

Bloom offers a dynamic supply chain providing the public sector with a marketplace to buy and manage professional services.

We ensure delivery of quality outcomes from our pre-approved and ever-growing network of suppliers and consultants. Our fully compliant open access marketplace is outcomes based meaning the public sector only pays for what is delivered.

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A message from our CEO

"I am passionate about Bloom and what we believe in, where we're going, and how we'll get there.

Our purpose, essence, proposition, and trademark behaviours bind us together to form our commitment culture and help us grow both individually and collectively. Our culture influences how we treat one another each day and the behaviours we reward. It creates an environment where everyone is real and true and that is something we all are proud of.

It also drives growth and long-term financial sustainability. We value individuality and diversity and that's what allows us to work together to create innovative approaches for our customers, which sits alongside our deep expertise in enabling brilliant outcomes.

Bloom is growing rapidly; we are naturally curious, and our journey has only just begun. We are investing in our people and technology and have big plans for the future.

So, if you think all that sounds interesting then you should consider joining us and being part of it, you'd be working with some great individuals in a great business that cares about its people and customers."

Amabel Grant – Bloom Procurement Services CEO

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Our vision...

To be the go-to solution for professional services.

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Our mission...

To deliver a world class experience for our buyers and suppliers, using our expertise and technology

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Our purpose...

Enabling brilliant outcomes today, that build a better tomorrow

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Trademark behaviours

Our trademark behaviours aren't just behaviours, they're our language and an essence of everything we do.

The most successful cultures are the ones that work together in a harmonious way. This is something that we realise and are truly passionate about.

We want everyone who joins Bloom to feel a part of our team. We strive for our people to know that their role is equally important and contributes to the whole Bloom mission. This includes you.

We have our trademark behaviours in place to ensure we're all pulling in the right direction, together as one.

Our trademark behaviours are...

We are real and true
We are real and true

We are curious
We are curious

We work together
We work together

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Benefits you receive working for Bloom

- Company bonus scheme

- Simply Health cash back plan

- Byond cashback card – earn on your everyday spend

- Hybrid working & flexibility

- A day off for your birthday – because you deserve it!

- Learning and Development Opportunities – individual personal development plans

- 25-day holiday allowance - increasing with length of service to a maximum of 29 days plus bank holidays

- Employee Assistance Programme – for the time you need support

- Death in Service – four times your salary

- Buy up to 5 additional days holiday

- Company Pension Scheme

- One day to give back via volunteering

- Grab a Grand referral scheme

- Employee Voice – Hive HR Engagement Survey and Open Door

- Company social events

- Electric Vehicle salary sacrifice scheme

- Hive Fives - Little messages big miles recognition portal. Everyone deserves a pat on the back.

- Cycle to Work scheme

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Information Security Manager

Remote, up to £60k , D.O.E +10% potential bonus

Reporting to Data & Technology Director

Key Accountabilities & Responsibilities

- Ensuring compliance with data protection, information security and risk management obligations.
- Ensuring Bloom's ISMS and security policies, standard, procedures and guidance are maintained, effective, and implemented across the business.
- Lead and facilitate security awareness programmes for Bloom employees.
- Ensuring Disaster Recovery and Business Continuity plans are up to date, cover all critical systems and are regularly tested for effectiveness.
- Managing security and data incident responses in accordance with security incident standards, report with recommendations, and ensure remedial action is taken.
- Monitoring of security logging and alerting
- Responding to customer security questionnaires
- Performing security due diligence on potential suppliers and partners
- Ensure all security controls and reviews (including with external parties) are scheduled and conducted according to agreed frequencies, such as regular reviews of user roles, permissions and access across critical systems.
- Ensuring software and server patching is up-to-date and adheres to best practice.
- Conduct regular risk and vulnerability assessments, identify potential security threats, and recommend mitigation strategies.
- Manage external threat assessment exercises e.g. penetration testing, ransomware preparedness, phishing awareness.
- Build and maintain a "Bloom Trust" security and compliance centre as a central information repository and status radiator about all security matters.
- Gather requirements and manage vendor selection process for security products.
- Provide guidance across Bloom regarding data protection issues and responsibilities.
- Lead on regular audits and recertification activities for standards such as Cyber Essentials Plus and ISO 27001.
- Ensure security considerations are embedded into data governance and software engineering.

Job Purpose and Summary

To safeguard Bloom's information and ensure the integrity, confidentiality and availability of our systems and data. Working closely across the business, you will lead the development and implementation of robust security policies, procedures and practices. Keeping up to date with industry trends, best practices, and emerging threats, you will recommend actions and approaches to keep Bloom's security in an industry-leading position. You will be the voice of information security in Bloom and will collaborate with product, engineering, and technology operations teams to ensure information security measures are embedded.

Key Performance Indicators

- Data Incidents per month
- Business conformance with ISMS policies and controls
- Time to remediate high/critical issues

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Mindset, Behaviours, Skills and Knowledge

Behaviour, Mindset and Attitude

We are looking for role holder to be able to demonstrate the following behaviour:

- Behaviours that are in line with our Trademark Behaviours

- Methodical and have strong attention to detail.

- Adaptability and open mindedness. We are growing business therefore this role requires someone with a flexible mind.

- Someone who is self-led as this role will be given a lot of autonomy.

- Enjoys engaging with others. This role requires the individual to engage with various stakeholders within the business.

Skills, Know-how and Experience

To achieve performance excellence, the role holder must be able to demonstrate the following:
Essential:

- Experience in a similar role, preferably in a software development environment.
- Deep understanding of cybersecurity principles, threats and vulnerabilities
- Experience in implementing or maintaining ISO 27001 ISMS
- Ability to lead change, influence on security and risk matters, and communicate well at all levels
- Risk Management
- Intrusion and detection systems
- Incident/crisis response experience
- Secure network and infrastructure design

Desirable (in order of priority):

- Understanding of data privacy laws (GDPR)
- AWS cloud security experience
- Project management experience
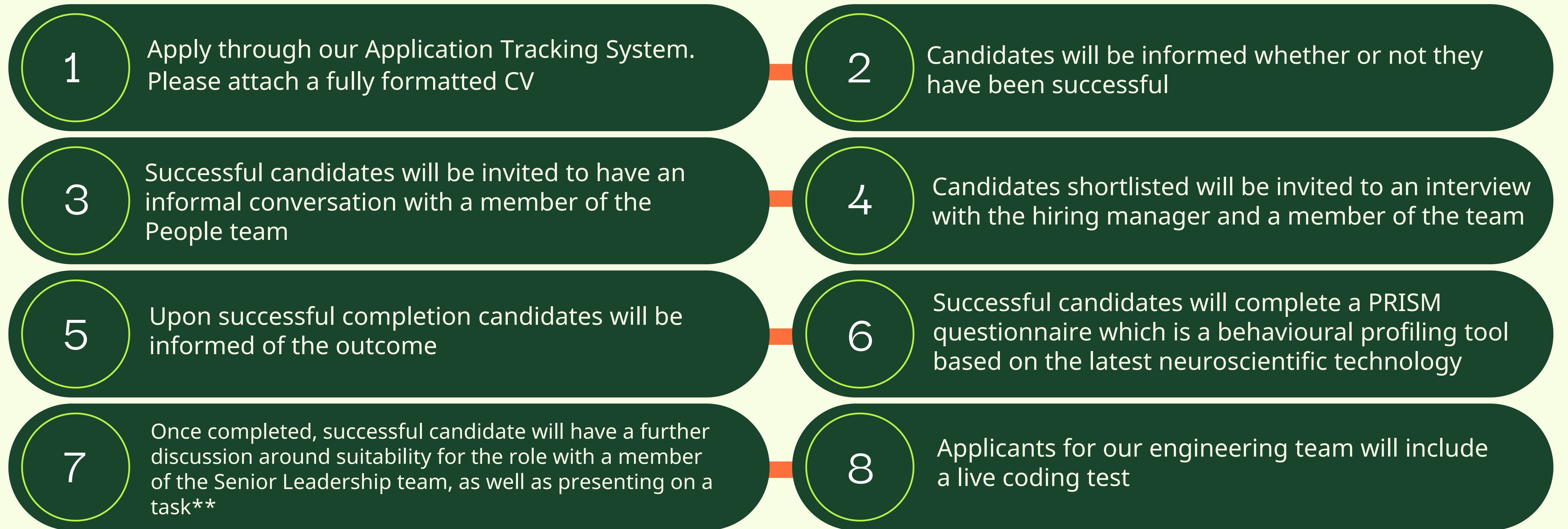- Penetration testing and vulnerability scanning

Nice to Have:

- Automation of compliance and auditing
- ISO9001 experience
- SIEM & X/EDR implementation experience

Technical / professional qualifications:

- Information Security or Computer Science qualification (Level 4 or above)
- Professional certifications (CISSP, CISM, CompTIA Security+ etc)
- AWS Security-related certification (desirable)

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The Recruitment Process

1   Apply through our Application Tracking System. Please attach a fully formatted CV

2   Candidates will be informed whether or not they have been successful

3   Successful candidates will be invited to have an informal conversation with a member of the People team

4   Candidates shortlisted will be invited to an interview with the hiring manager and a member of the team

5   Upon successful completion candidates will be informed of the outcome

6   Successful candidates will complete a PRISM questionnaire which is a behavioural profiling tool based on the latest neuroscientific technology

7   Once completed, successful candidate will have a further discussion around suitability for the role with a member of the Senior Leadership team, as well as presenting on a task**

8   Applicants for our engineering team will include a live coding test

**Dependent upon role. You will be informed and will be given plenty of time to prepare for the task!

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What some of our employees say about us...

"Bloom is a company where innovation and passion run throughout each department, and I think that is the key to its success.

I would say the best thing about working at Bloom would be the people – everyone goes above and beyond to help and provide insight if needed.

Working in the Commercial Team has given me the opportunity to utilise my skill set to bring a positive change to the public sector through professional services. This supported by a flexible working environment makes Bloom an amazing place to work. "

I joined Bloom in April 2021 with one year's PQE. I had known a little bit about Bloom – what it does and how it operates with clients and suppliers - but I was yet to learn all about the ins and outs of the Bloom world.

I have been at Bloom for almost a year now and during this time I have met such wonderful people and have learnt a lot! I had no experience of procurement or contracts before joining, but with the help of my manager and the rest of Bloom, I am now in a position where I can confidently say I am good at my job.

At Bloom we are making a real societal difference.

I have had the pleasure of working with some fantastic customers and supporting impactful and critical projects across the UK; from major regeneration projects that elevate the lives of local residents, to complex healthcare projects, ensuring patients continue to receive the exceptional levels of care from our inspiring front-line workers.

This wouldn't all be possible if it wasn't for the Bloom community, who all play an integral role within the business. Brilliant, selfless, and knowledgeable individuals who are passionate about what they do.

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Interested? Apply today!

We look forward to receiving your application.

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