



proactive Secure.Vigilant.Resilient.TM cyber risk programs. Join the team developing the future state of cyber risk solutions. Learn more about Deloitte Advisory's Cyber Risk Services practice.

## Qualifications

### Required:

- 3 – 5+ years of applicable experience
- Demonstrate an understanding of business processes designs, cloud security risk, Oracle application security and risk management
- Contribute to a strong client relationship through interactions with client personnel
- Actively participate in decision making with engagement management and seek to understand the broader impact of current decisions
- Build and nurture positive working relationships with clients with the intention to exceed client expectations
- Facilitate use of technology-based tools or methodologies to review, design and/or implement products and services
- Identify opportunities to improve engagement profitability
- Participate in and actively support mentoring relationships within practice
- Contribute to a positive team attitude
- Ability to travel 80-100%
- Bachelor's Degree

### Preferred:

- CISA or CISSP Certifications
- Experience with Oracle EBS and/or Oracle ERP Cloud Security concepts across application modules
- Knowledge of Oracle EBS and/or Oracle ERP Cloud security design and implementation methodology
- Strong understanding of Segregation of Duties (SOD) frameworks and personally identifiable information (PII)
- Knowledge of business process, user provisioning process, and security maintenance process preferred
- Understanding of Oracle Governance, Risk and Compliance (GRC) configuration and security concepts and procedures
- Experience with Oracle Risk Management Cloud
- Excellent writing and verbal communication skills
- Strong project management and organizational skills
- Commitment to gaining exposure in multiple industries

### How you'll grow:

At Deloitte, our professional development plan focuses on helping people at every level of their career to identify and use their strengths to do their best work every day. From entry-level employees to senior leaders, we believe there's always room to learn. We offer opportunities to help sharpen skills in addition to hands-on experience in the global, fast-changing business world. From on-the-job learning experiences to formal development programs at Deloitte University, our professionals have a variety of opportunities to continue to grow throughout their career.

## B. Deloitte Information Technology Services (ITS) Cyber Security

Deloitte

National Locations

Location: Multiple/Varied

Are you passionate about technology and interested in joining a community of collaborative colleagues who respectfully and courageously seek to challenge the status quo? If so, read on to learn more about an exciting opportunity with Deloitte's Information Technology Services (ITS). We are insatiably curious and life-long learners focused on technology and innovation.

### The team:

Information Technology Services (ITS) helps power Deloitte's success. ITS is the engine that drives Deloitte, which serves many of the world's largest, most respected organizations. We develop and deploy cutting-edge internal and go-to-market solutions that help Deloitte operate effectively and lead in the market. Our reputation is built on a tradition of delivering with excellence.

The 2,200 professionals in ITS deliver services including:

- Security, risk & compliance

- Technology support
- Infrastructure
- Applications
- Relationship management
- Strategy
- Deployment
- PMO
- Financials
- Communications

#### Cyber Security:

The Cyber Security team vigilantly protects Deloitte and client data. The team is responsible for a strategic cyber risk program which adapts to a rapidly changing threat landscape, changes in business strategies, risks, and vulnerabilities. Using situational awareness, threat intelligence, and building a security culture across the organization, the team protects the Deloitte brand.

Our Cyber Security team is seeking qualified individuals across various disciplines to include:

- Cyber Architecture
- Cyber Defense
- Data Protection
- Identity Access Management
- Incident Response
- Risk & Compliance
- Technology Risk Management

#### Benefits:

At Deloitte, we know that great people make a great organization. We value our people and offer employees a broad range of benefits.

#### Deloitte's culture:

Our positive and supportive culture encourages our people to do their best work every day. We celebrate individuals by recognizing their uniqueness and offering them the flexibility to make daily choices that can help them to be healthy, centered, confident, and aware. We offer well-being programs and are continuously looking for new ways to maintain a culture where our people excel and lead healthy, happy lives.

#### How you'll grow:

At Deloitte, our professional development plan focuses on helping people at every level of their career to identify and use their strengths to do their best work every day. From entry-level employees to senior leaders, we believe there's always room to learn. We offer opportunities to help sharpen skills in addition to hands-on experience in the global, fast-changing business world. From on-the-job learning experiences to formal development programs, our professionals have a variety of opportunities to continue to grow throughout their career.

#### Corporate citizenship:

Deloitte is led by a purpose: to make an impact that matters. This purpose defines who we are and extends to relationships with our clients, our people and our communities. We believe that business has the power to inspire and transform. We focus on education, giving, skill-based volunteerism, and leadership to help drive positive social impact in our communities. Learn more about Deloitte's impact on the world. Learn more about Deloitte's impact on the world.

#### Recruiter tips:

We want job seekers exploring opportunities at Deloitte to feel prepared and confident. To help you with your interview, we suggest that you do your research: know some background about the organization and the business area you're applying to. Check out recruiting tips from Deloitte professionals. Check out recruiting tips from Deloitte professionals.

Robert Williams

Talent Acquisition Consultant

robertwilliams@deloitte.com







- Prepare and conduct security, counterintelligence and insider threat awareness briefings to large audiences.
- Maintains the strict confidentiality of sensitive information.
- Responsible for observing all laws, regulations and other applicable obligations wherever and whenever business is conducted on behalf of the Company.
- Expected to work in a safe manner in accordance with established operating procedures and practices, to include knowledge and understanding of the Department of Defense (DoD) National Industrial Security Program Operating Manual (NISPOM).
- Other duties assigned as required.

B. Senior Staff Subcontract Administrator  
 General Atomics Aeronautical Systems  
 San Diego, CA  
 Full-time

General Atomics Aeronautical Systems, Inc. (GA-ASI), an affiliate of General Atomics, is a world leader in proven, reliable remotely piloted aircraft and tactical reconnaissance radars, as well as advanced high-resolution surveillance systems.

We recognize and appreciate the value and contributions of individuals with diverse backgrounds and experiences and welcome all qualified individuals to apply.

We have an exciting opportunity for a Subcontracts Administrator to work within our Subcontracts team, located in Poway, CA

Under consultative direction, this position is responsible for providing subcontract support to one or more business units. Areas of responsibility include source evaluation, source selection, and terms and conditions for the procurement of materials, equipment, and services to provide for subcontract awards in accordance with company policy and department standard operating procedures. Selects or recommends subcontractors, issues awards, and administers resulting subcontracts. Responds to extremely complex and diverse inquiries which may require innovative solutions and participates in cost and pricing reviews with program management and customer representatives.

#### Duties And Responsibilities:

- Prepares, analyzes and evaluates bids and proposals to ensure they meet company policy and department operating procedures.
- Identifies subcontract issues and provides leadership in developing solutions.
- Provides leadership negotiating and modifying standard and non-standard subcontracts.
- Reviews drafts as necessary, and negotiates terms and conditions of non-disclosure and teaming agreements.
- Advises management of contractual rights and obligations and provides review and interpretation of terms and conditions.
- Represents the organization as the primary subcontract administrator on assigned subcontracts making internal and/or external presentations as required.
- Maintains an awareness of regulatory changes and their impact on subcontracts.
- Provides direction and training to assigned professional staff.
- Participates in the selection, development, and training of subcontract staff.
- Responsible for observing all laws, regulations and other applicable obligations wherever and whenever business is conducted on behalf of the Company. Expected to work in a safe manner in accordance with established operating procedures and practices.
- Performs other duties as assigned or required.

The General Atomics(GA) group of companies is a world renowned leader in developing high - technology systems ranging from the nuclear fuel cycle to electromagnetic systems; remotely operated surveillance aircraft; airborne sensors; advanced electronic, wireless, and laser technologies; and biofuels. We offer an excellent opportunity to realize your full potential and fulfill your career aspirations. Join the GA Team where you can make a difference!

Jarrett Mallinson – SD, CA  
 Talent Acquisition Lead  
 jarrett.mallinson@gmail.com





#### Customer Service:

- Respond to phone calls and emails in a timely manner, typically twenty-four hours or less.
- Demonstrates excellent written and verbal communication skills.
- Evaluates and proactively disseminates necessary information to team members and or management.
- Convey a positive and professional image at all times.
- Maintain strict confidentiality related to payroll and human resources data and information.\* 30%
- Reporting
- Other reporting as assigned.

Total 100%

#### ORGANIZATION RELATIONSHIPS:

This position is responsible for communicating directly with management as well as any Team Members. Additional key contacts internally include Human Resources, Benefits Administrators, Shared Services, Information Technology, Compensation, Treasury and Accounting. This position will also communicate with several external organizations including outside vendor (NEI) for relocation expenses, ADP for leave of absence, and government agencies for garnishments. Most communication will be a result of informing and addressing questions or requesting required data, therefore, the Payroll Specialist will respond timely to payroll related questions for Team Members, Human Resource Managers, Field Managers and Administrative Departments through phone calls and emails. This position does not have direct reports.

#### Required Qualifications

##### Knowledge, Skills & Abilities:

- Strong Microsoft Office Skills, including Word, Excel and Outlook.
- Adaptable to an ever-changing work environment.

##### Ability to trouble shoot and problem solve:

- Technical expertise.
- Ability to multi-task.
- Displays good judgment on issues needing escalation and issues requiring thorough and complete follow-up and communication.
- Capable of thorough and detailed analysis.
- Strong verbal and written communication skills.
- Demonstrates excellent teamwork skills.
- Accurate data entry skills.
- Proficiency in mathematics.
- Excellent customer service.
- Imperative to exhibit the highest level of confidentiality.

##### Minimum Educational Level/Certifications:

High School diploma or General Educational Development (G.E.D.).

##### Minimum Work Experience And Qualifications:

3+ years of prior work experience processing payroll in a multi-state environment.

##### Physical Demands/ Environmental Conditions:

- Must work on a computer for extended periods of time.
- Light physical effort required on occasion.
- Extensive use of telephone.
- Normal day to day business operations including using a keyboard, walking, bending and reaching.

##### Travel Requirement:

Travel is not a requirement for this role.









Founded in 1910, the San Diego Symphony is the oldest orchestra in California and one of the largest and most significant cultural organizations in San Diego. The Orchestra performs for over 250,000 people each season, offering a wide variety of programming at its two iconic venues, Copley Symphony Hall in downtown San Diego and the Embarcadero Marina Park South on San Diego Bay. In early 2018, the San Diego Symphony announced the appointment of Rafael Payare as Music Director-Designate. Payare will lead the orchestra's 82 full-time musicians, who will collectively make over 220 different appearances at concerts and events throughout the year. The San Diego Symphony also serves as the orchestra for the San Diego Opera each season, and for over 30 years has provided comprehensive music education and community engagement programs, reaching more than 65,000 students annually. These programs help keep the organization connected to the community, bringing important and innovative programming to San Diego's diverse neighborhoods and schools.

The San Diego Symphony Orchestra Association is very strong financially. On January 14, 2002, the Association celebrated the announcement of the single largest donation ever made to a symphony orchestra, totaling \$120 million. This pledged gift was generously given by Joan and Irwin Jacobs, solidifying a sustained period of stability for the orchestra marked by what has now been over 15 straight years of balanced budgets. At the time of the gift, The New York Times declared the San Diego Symphony Orchestra is "placed firmly on the nation's musical landscape" as a result of this news.

The San Diego Symphony Orchestra Association is in the process of making history again, as it prepares to break ground on a new permanent outdoor summer performance space, located on open parkland on San Diego Bay. The new Bayside Performance Park will be an important community asset, featuring superb acoustics delivered in an aesthetically stunning setting, and providing a venue for vibrant programming for a wide range of audiences. Please visit <http://www.sandiegosymphony.org/proposed-san-diego-symphony-bayside-performance-center/> for more information.

#### Position Summary:

There has never been a more exciting time to join the San Diego Symphony Orchestra Association, as CEO Martha Gilmer enters her fourth year at the helm of the organization. During this time Martha has built an outstanding senior leadership team, of which the new CFO will be the final hire. Working extremely closely with the CEO, the CFO will help drive significant growth, and take the organization from its current annual operating budget of \$27 million to approximately \$35 million by 2020. The CFO will have significant interaction with board members and key donors, serving as one of the 7 members of the senior leadership team. This position plays a key role in the organization's day-to-day management, operations, future development and growth. The CFO will have overall strategic and operational responsibility for all fiscal areas including: financial planning, budgeting and analysis, accounting, financial controls and reporting, risk management, insurance, and IT. The CFO will also maintain a thorough, hands-on knowledge of all projects, operations, and plans.

Strategic priorities for this position include:

1. Conduct a thorough assessment of the organization's existing finance and accounting systems and implement any required upgrades.
2. Take ownership of financial strategy and planning.
3. Create a growth budget to chart the organization's ongoing expansion.
4. Implement a financial dashboard to support the CEO and senior leadership team.
5. Generate ideas for new and innovative revenue streams.

#### Essential Duties & Responsibilities:

- Provide leadership in the development and achievement of short and long-term financial objectives.
- Direct and oversee all Finance and Accounting functions including financial forecasting and budget preparation, financial reporting and cash management.
- Ensure timely and accurate budgets, financial reports and cash forecasts are provided.
- Work with other members of the Senior Leadership team, playing a key role in all operational and programmatic planning.
- Maintain strong relationships with other senior executives to identify their needs and offer a full range of business solutions.
- Provide other executives with advice on the financial implications of business activities.
- Proactively provide recommendations to enhance financial and operating performance.
- Ensure effective internal controls are in place for compliance with GAAP and applicable federal, state and local regulatory laws and rules for financial and tax reporting.

#### Education and Experience:



- Acts as the business administrator for the HR Hub, and leverages Avaya Call Center technology functionality for the Service Center, and the ServiceNow HR Delivery technology functionality for the HR web portal, case management, and knowledge data base
- Maintains Telephony Call Tree & Skills Based Routing, Case Tracking Taxonomy and routing to designated HR Customer Support Representatives and HR Subject Matter Experts
- Manages the development of strategic and intra-day tactical forecasts to enable the HR Hub to meet established service level agreements and proactively ensures proper staffing
- Creates strong and trusting partnerships within the HR Hub and with other organizations within the Human Resource function such as HR Business Partners, Global HR Solutions, and Centers of Expertise
- Works closely with internal and external technology providers on technical issues or planned enhancements
- Creates status and trend reports through available analytics that can be used within the HR Hub, as well as creates reporting that can be shared with key stakeholders and customers such as the HR Leadership Team, HR Business Partners, and Global HR Solutions, and HR Centers of Expertise.
- Based on customer experience, input, and analytics, provides feedback to the HR Hub Knowledge Manager that can be used to improve the HR web portal and knowledge base.

All Qualcomm employees are expected to actively support diversity on their teams, and in the Company.

#### Minimum Qualifications:

- Education Requirements: Bachelors Degree
- 5+ years of experience working in a customer service center that primarily delivered service to customers through web portals and self-service tools, and service channels (e.g. inbound call center, chat, online case management) supported by customer service representatives

#### Preferred Qualifications:

- Prior experience managing a primarily inbound HR contact/call center and supervising personnel preferred
- Preferably, prior human resources experience resulting in broad exposure to the different areas of Human Resources (e.g., Staffing, Annual Reviews, Benefits, Compensation, Payroll, Separations, Human Capital Management Tools, etc.)
- Excellent customer service and diplomacy skills
- Ability to maintain composure and adapt in a dynamic, fast-paced, customer-focused work environment characterized by rapid change, minimal lead times, and multiple competing priorities
- Experience evaluating and implementing tools and metrics to enhance effectiveness Ability to streamline processes, integrate, and associate pieces of information gathered from multiple sources
- Familiarity with Contact Call/Center technology including computer/telephony integration (CTI), interaction tracking software, portals, searchable knowledgebase applications, case management tools, and call monitoring/quality assurance software
- Demonstrated ability to motivate, develop and lead a team
- Excellent verbal and written communication skills necessary to persuade and influence work teams, and to explain complex issues
- Familiarity with Human Capital Management tools such as Workday, benefits administration, applicant tracking, onboarding, compensation, and performance management
- Ability to think strategically and translate those strategies into effective operational plans
- Ability to focus on team member performance, performance metrics, team building, and employee development to ensure team member effectiveness.
- Capability to drive process improvements, work flow efficiency, monitor transactional processing for compliance and accuracy, handle projects, and escalate customer concerns resulting in a high-level of support and superior customer service.
- Ability to create and maintain a work environment that promotes excellent customer service, teamwork, diversity, performance feedback, individual recognition, mutual respect, and employee satisfaction while ensuring quality hiring, training, and succession planning processes

#### Desired Competencies & Skills:

1. Service Center Management; operationally oriented
2. HR Domain Knowledge
3. Excellent trouble-shooting skills
4. Analytical & Decision-Making
5. Relationship Building
6. Verbal and Written Communications Skills
7. Creativity





Some of the world's most technically advanced products are manufactured by employees, who work within Northrop Grumman Missions Systems, a leading provider of sensor systems for a variety of global security applications, including situational awareness and self-protection.

Northrop Grumman manufacturing plants are highly-automated, cutting-edge centers of excellence where employees leverage the latest technology, including the strategic use of automation, 3-D printing and robotics. There are a myriad of job functions associated, either directly or indirectly, with the manufacture of our products that range from machinists, engineers, operation program managers, and quality inspectors.

Our mission is to deliver differentiated value to our programs, by manufacturing products with the highest possible quality at the most affordable rate. Search our current job openings and join us to be at the front line of innovation.

The Advance Avionics & Tactical Networks (ATN) team at Northrop Grumman Mission Systems (NGMS) is looking for you to join our team as an Operation Program Manager (OPM) 4 based out of our Spectrum facility in San Diego, CA.

#### What You'll Get To Do:

The Operations Program Manager (OPM) 4 leads and directs activities between Manufacturing, Engineering, Global Supply Chain and Mission Assurance to develop and execute manufacturing build plans. This position is responsible for coordinating schedules, cost requirements, and manufacturing visibility to both the Program Office and the Customer and maintaining quality, cost, and schedule requirements. The OPM will work to targeted cost and schedule requirements. The OPM will facilitate internal meetings to support design, production, and problem resolution. The OPM will represent manufacturing at the program Risk Review Board (RRB) meetings and create / manage any applicable manufacturing risks and/or opportunities from the program risk register. Furthermore, the OPM will support and generate proposal documentation as needed to foster new work. This position requires acting as a leader or member of a product team, responsible for product-level requirements analysis, design, engineering and fabrication of the products assigned.

**\*\*Please be aware that this is a Professional Staff 4 position, not a Management band position\*\***

#### Additional Northrop Grumman Information:

Northrop Grumman has approximately 85,000 employees in all 50 states and in more than 25 countries, we strive to attract and retain the best employees by providing an inclusive work environment wherein employees are receptive to diverse ideas, perspectives and talents to help solve our toughest customer challenges: to develop and maintain some of the most technically sophisticated products, programs and services in the world.

**Our Values.** The women and men of Northrop Grumman Corporation are guided by Our Values. They describe our company as we want it to be. We want our decisions and actions to demonstrate these Values. We believe that putting Our Values into practice creates long-term benefits for shareholders, customers, employees, suppliers, and the communities we serve.

**Our Responsibility.** At Northrop Grumman, we are committed to maintaining the highest of ethical standards, embracing diversity and inclusion, protecting the environment, and striving to be an ideal corporate citizen in the community and in the world.

#### Basic Qualifications:

- Bachelor's degree from an accredited institution with 9 years of relevant work experience; 7 years of relevant work experience with a Master's Degree.
- Experience in a multi-disciplined engineering and manufacturing environment.
- Experience supporting the manufacturing discipline.
- Experience in Firm Fixed Price contracts and Earned Value Management knowledge.
- Ability to obtain a DoD Secret clearance.

#### Preferred Qualifications:

- BS Degree in Electrical, Mechanical, or Industrial Engineering or other STEM field.
- Master's degree in Engineering, Business Management, Engineering.
- Experience with cost, schedule, project leadership, and/or process improvement.
- Experience performing PRR/MRA and bringing new products to volume production.
- Experience with Risk Management, RTG plans, and Forecasting EACs, and managing budgets.
- Previous engineering design experience on development programs.







milestones, key events, and significant accomplishment criteria. Develop and manage a project or program schedule to communicate it to all levels of the project team and stakeholders effectively. Work with central document repositories, support clients with major program management reviews (PMRs), and work with senior project control staff in the collection of data, collation, and the interpretation of program information.

Basic Qualifications:

- Experience with project planning or scheduling
- Experience with Microsoft Office
- Ability to obtain a security clearance
- BA or BS degree

Additional Qualifications:

- Experience with a program management office (PMO)
- Experience with system application product (SAP)
- Experience with Deltek's wInsight or Cobra
- Ability to display formal training in Microsoft Excel
- Ability to display formal training in Microsoft Project or Primavera P6
- Possession of excellent oral and written communication skills
- Possession of excellent organizational and time management skills

Clearance:

Applicants selected will be subject to a security investigation and may need to meet eligibility requirements for access to classified information.

B. Cost Analyst, Mid

Booz Allen Hamilton

San Diego, CA

Job Number: R0022015

full time

Key Role:

Work as part of a cross-functional team to assist with managing and executing a program. Develop Excel spreadsheets to support quantitative data analysis. Provide business consulting expertise, conduct research, prepare graphs and charts, and analyze and interpret cost and programmatic data. Develop life cycle cost models and support other tasks, including cost and benefit analyses, what-if analysis, and economic studies and analyses. Analyze spend plan and budget input, assist with the development of program briefs and acquisition documentation, and participate in a variety of programmatic meetings. This position is located in San Diego, CA.

Basic Qualifications:

- 2+ years experience with quantitative and qualitative data analysis
- Knowledge of Microsoft Excel
- Ability to work with minimal supervision
- Ability to obtain a security clearance
- BA or BS degree

Additional Qualifications:

- Experience with the DoD or US Navy a plus
- Possession of excellent teamwork skills
- Possession of excellent oral and written communication skills
- BA or BS degree in Math, Engineering, Economics, Operational Research, or a related field

Clearance:

Applicants selected will be subject to a security investigation and may need to meet eligibility requirements for access to classified information.

George Bernloehr

Military Recruiting Lead  
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