Application Security Engineer
PERSON SPECIFICATION

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview[1]
Educated to degree level in an IT subject or equivalent professional experience in secure application development	Essential	Application Form
Comprehensive up to date knowledge of information security threats and mitigations	Essential	Interview
Experience with implementing secure software lifecycle practices and DevSecOps methodologies	Essential	Supporting Statements/ Interview
Knowledge of Threat Modelling techniques	Essential	Interview
Understanding of how to secure public facing endpoints and APIs	Essential	Supporting Statements/Interview
Experience of modern development practices, cloud (AWS/ Azure) and container technologies such as Docker and Kubernetes	Essential	Supporting Statements/ Interview
Knowledge of frameworks such as OWASP & MITRE	Essential	Interview
Ability to create a positive security culture in development teams.	Essential	Supporting Statements /Interview
Excellent written and verbal communication skills, with the ability to communicate in a manner appropriate to the audience, with an understanding of when and how to maintain confidentiality	Essential	Interview
Experience deploying and maintaining WAF, SAST & DAST tools	Desirable	Application form/ Supporting Statements/ Interview
Knowledge or experience of application-based penetration testing tools and methodologies	Desirable	Interview
Demonstrable enthusiasm and capability for problem solving, with an ability to identify, prioritise and focus on key issues	Essential	Interview
Ability to work both independently and as part of a team, with minimum day-to-day supervision, plus a flexible approach to working times and practices including participation in an out-of-hours on-call rota as well as occasional work outside of standard office hours	Essential	Interview
Ability to maintain high levels of professional conduct, including but not limited to: co-operative engagement in tasks set; the exercising of initiative to suggest, through line managers, improvements to the service provided; and clear and professional styles of communication at all times	Desirable	Interview
Proven track record of personal development, along with a commitment to ongoing growth	Essential	Application form / Interview

- [1] **Application Form** – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence e.g. award of a qualification. Will be 'scored' as part of the shortlisting process.
- **Supporting Statements** - applicants are asked to provide a statement as part of their application to demonstrate how they meet the criteria. The response will be 'scored' as part of the shortlisting process.
- **Interview** – assessed during the interview process by either competency based interview questions, tests, presentation etc.