

Job Description



Cyber Security Analyst, SBS Technology

Reports to: Manager, Information Security

Direct reports to this position: None

SBS Values, Vision and Purpose

The Cyber Security Analyst is responsible for undertaking their work in a way that reflects SBS's Charter, Vision and Values and complies with relevant SBS policies, procedures, and practices. At SBS, we expect you to be audience obsessed, be bold and brave, embrace difference, participate fully, and ensure that we look out for one another. We are all working together to fulfil SBS's purpose and create a more cohesive society.

Division Purpose – Technology

***SBS Technology** can be thought of as the 'engine room' of SBS. Our primary role is to enable and support the production, distribution, and transmission of content across television, radio, and online platforms. Our teams achieve this by working collaboratively to design innovative solutions and deliver end-to-end services for our business stakeholders.*

Role Purpose

The Cyber Security Analyst plays a vital role in the protection of SBS's systems and information. This position is responsible for monitoring and responding to security alerts and incidents; designing, implementing and operating security controls; and contributing to risk assessments and broader security initiatives. The role also supports SBS-wide efforts to enhance security awareness and uplift overall security maturity.

The Cyber Security Team is responsible for the development, implementation, operation, and continuous monitoring of SBS's cyber defences. The team operates during business hours and is available on-call outside of business hours.



Main Responsibilities / About You

Main tasks of the role

Threat Detection & Incident Response

- Monitor security alerts and investigate threats such as phishing emails, suspicious domains, and malicious IPs.
- Recognise and assess both successful and attempted intrusions into the environment.
- Conduct security incident investigations using log data and multiple information sources.
- Respond to incidents within defined SLAs, following established incident response protocols.
- Maintain and improve incident response plans and related documentation.
- Support legally defensible evidence collection during incidents.

Security Controls & Risk Management

- Recommend and implement appropriate technical and procedural security controls to address identified risks.
- Maintain and update the Information Security Risk Register.
- Review systems and networks for vulnerabilities; propose and support remediation efforts.
- Evaluate current security advisories, publications, and trends; coordinate internal response as necessary.
- Recommend improvements to system and network security posture, both technical and non-technical.
- Actively participate across multiple security uplift projects.

Governance, Compliance & Reporting

- Investigate and document instances of non-compliance with security policies and standards.
- Prepare clear and accurate reports on security metrics, audit findings, and incident response activities.
- Assist with internal and external audits and risk assessments.

Awareness, Collaboration & Continuous Improvement

- Support the development and delivery of phishing simulation and awareness programs across SBS.
- Assist in preparing and delivering security training sessions to SBS Divisions.
- Engage with internal stakeholders and external vendors to share threat intelligence and strengthen defensive capabilities.
- Stay up to date with the evolving threat landscape, emerging tools, and industry best practices.
- Create and maintain accurate documentation on security processes and procedures.



REQUIREMENTS	
ESSENTIAL	DESIRABLE
<p>Must have:</p> <ul style="list-style-type: none">• A passion for cyber security and threat intelligence.• Minimum 1-2 years' relevant experience• Familiar with the cloud computing, networking, firewall, and ITSM concepts• Experience with Microsoft security platforms• Critical thinking and problem-solving skills• Knowledge of standards and frameworks including, NIST, ASD Essential 8• Experience working with Linux and/or Unix based systems as well as Microsoft Windows operating systems• Well-developed communication skills• Ability to work effectively in a team• Ability to work effectively with limited supervision• Desire to be a hands-on technologist• Knowledge of security capabilities and tools including, Data Loss Prevention, Endpoint Protection, SIEM solutions• Good understanding of security principles, such as access control, security protocols, vulnerability management, incident, and event management• Be willing to work flexibly in response to cyber incidents• University degree or equivalent IT certification or qualification• Understanding and appreciation of business drivers• Strong customer focus• Understanding of the MITRE ATT&CK Framework add cyber kill-chain• Knowledge of Microsoft Windows Active Directory and Azure Active Directory	<ul style="list-style-type: none">• Working experience with security capabilities and tools including, Data Loss Prevention, Endpoint Protection, SIEM solutions• Ability to understand various scripting languages such as Python• Skills or experience with tools or techniques used in digital forensics and/or threat hunting• Experience with tools such as CrowdStrike, EntraID Conditional Access Policies, Elasticsearch and Velociraptor• Demonstrated experience working with Microsoft Windows Active Directory and Azure Active Directory• Experience with AWS



Key Capability		
Capability	Level	Behaviour
Coaching	Operation	<ul style="list-style-type: none">• Seeks feedback from the business to drive coaching competence• Ensures leaders exhibit coaching values and behaviours• Strikes a balance between skills-based and behavioural coaching• Prioritises resources to support a coaching culture• Drives a coaching style of leadership across the business
Collaboration	Operation	<ul style="list-style-type: none">• Encourages collaboration (sharing of responsibility and information) across the business• Encourages shared goals by promoting joint responsibility• Ensures expert knowledge is continuously enhanced and shared across the business• Acts to promote respect, helpfulness and co-operation across the business• Publicly credits individuals across the business who have performed with excellence
Customer Service	Operation	<ul style="list-style-type: none">• Grasps a customer/client's perspective, acting as a trusted advisor• Analyses the degree of customer and/or client penetration• Keeps abreast of competitor products and services• Measures the impact of customer/client service across the business• Analyses the degree of customer/client satisfaction• Encourages a long-term commitment to customer/client needs• Advocates the principles of customer/client relationship management via policies and/or procedures
Innovation	Organisation	<ul style="list-style-type: none">• Scans the environment for strategic opportunities to benefit SBS• Generates new ideas and innovative opportunities which move SBS forward• Is always thinking of the future positioning of SBS• Sponsors the development of creative business strategies• Promotes a culture that nurtures, recognises and rewards creativity & innovation
Organisational Awareness	Operation	<ul style="list-style-type: none">• Considers how functions within the business work together• Uses SBS's structure, procedures and/or systems to achieve objectives• Understands the key drivers that impact the business



		<ul style="list-style-type: none">• Identifies potential risks, and/or opportunities across the business• Considers the impact of potential risks, and/or opportunities across the business• Uses financial reporting information to inform business decision making
Results Focus	Organisation	<ul style="list-style-type: none">• Strives to improve organisation and market performance• Ensures strategic initiatives are completed within designated timeframes• Fosters a culture that sustains excellence• Confronts obstacles in order to minimise their impact on organisational performance• Promotes the importance of meeting financial objectives across the business



Key Capability		
Capability	Level	Behaviour
<u>Coaching</u> (People Leader Capability)	Self	<ul style="list-style-type: none">• Is self-aware and understands own barriers to learning• Shows willingness to overcome personal challenges to learning• Improves performance by applying new skills• Seeks regular feedback• Identifies performance barriers in peers• Applies active listening with patience and openness• Knows when and how to use open and closed questions• Exhibits a coaching style when working with others
<u>Collaboration</u>	Function	<ul style="list-style-type: none">• Draws all team members into active and enthusiastic participation• Ensures team members work towards common goals• Offers to help others achieve their goals where appropriate• Speaks of team members positively• Makes personal effort to treat all others fairly• Publicly credits team members who have performed well• Genuinely values team members' input and expertise• Sets the example for team qualities, such as respect, helpfulness, and co-operation
<u>Customer Focus</u>	Function	<ul style="list-style-type: none">• Ensures function makes attempts to add value to the customer/client• Coaches function to seek ways to enhance customer satisfaction and loyalty• Coaches function to align needs to available products, services &/or solutions• Takes actions that reinforce the customer/client orientation of the team/function• Monitors customer/client complaints• Monitors customer/client satisfaction
<u>Innovation</u>	Function	<ul style="list-style-type: none">• Encourages team/function to generate new and original ideas• Suggests modifications to processes and procedures to improve current performance• Offers original solutions that facilitate the achievement of team/functional goals• Considers new concepts as potential opportunities• Participates in ongoing activities/taskforces to develop creative initiatives• Recognises and rewards creativity and innovation
<u>Organisational Awareness</u>	Function	<ul style="list-style-type: none">• Turns business objectives into commercially focused team goals• Understands the impact of organisational policies &/or procedures on the function



		<ul style="list-style-type: none">• Ensures satisfaction by addressing both business and customer needs• Considers impact of potential risks, and/or opportunities on the team/function• Is aware of market/industry dynamics• Considers the financial implications of decisions regarding the team/function• Uses financial reports to encourage team performance and to inform team decision making
<u>Results Focus</u>	Function	<ul style="list-style-type: none">• Encourages team members to make specific changes in work methods or practices to improve performance• Encourages team members to seek alternative possibilities when faced with obstacles• Ensures team members persevere with responsibilities to ensure project completion• Streamlines processes and procedures to ensure efficient outcomes• Strives to identify and minimise barriers to excellence• Ensures own & team responsibilities are completed within designated timeframes

Workplace Health & Safety

- Effectively promote and manage the work health and safety arrangements for the team as prescribed by the Health & Safety Management Arrangements.
 - Work Health & Safety Act (Cth) 2011
 - Work Health & Safety Act (Cth) Regulations 2011
 - WHS Hazardous Manual Tasks Code of Practice 2015
 - Work Health and Safety (How to Manage Work Health and Safety Risks) Code of Practice 2015
- Ensure employees are:
 - made aware of their WH&S responsibilities
 - have received adequate safety induction and other WH&S information, instruction and training to enable them to conduct their work safely
 - follow safe work practices
- Ensure the physical safety of the workplace under your control by:
 - ensuring regular workplace inspections are scheduled and conducted, involve the relevant HSR and recommendations made are actioned in a timely manner
 - ensuring compliance with the relevant standards and legislation in relation to purchase and provision of accommodation, furniture and equipment
 - identifying changes in the workplace/processes that may affect safety and ensuring that any associated risks are identified, assessed and controlled
 - verifying the effectiveness of control measures at appropriate intervals including monitoring compliance with safe operating procedures, site induction requirements and Permits to Work; and



- Ensure all WH&S reporting is accurately completed and submitted within specified timeframes and any follow up actions are completed
- Support/implement early intervention strategies and return to work programs.



Job Add

At SBS, we embrace difference, and we welcome applications from people of all backgrounds. We also acknowledge the unique contribution that Aboriginal and Torres Strait Islander peoples make to our society and our workplace through their enduring and continued connection to land, sea, sky, and community.

About Us

SBS is one of the world's most unique and innovative media organisations, producing trusted, meaningful, and engaging content that exists for all Australians to inspire, support, and celebrate the diversity of our multicultural society.

Our purpose, for the last 40 years, has reflected and explored the evolving diversity of Australia, investing in initiatives to deepen its connections with communities, sharing their stories and giving a voice to those often unheard, with the aim of increasing understanding and respect of the differences that make up Australia. SBS is a truly distinctive network, showcasing multicultural, multilingual and First Nations stories otherwise untold in the Australian media.

The Role

We are looking for someone who is passionate about Cyber Security and can think out of the box and has an inquisitive mind.

The role is responsible for monitoring and responding to security alerts and incidents, the design, development, implementation, and operation of security controls as well as assisting with risk assessments.

You will be an active promoter of Cyber Security within SBS through fostering security awareness and to support initiatives to improve SBS's security maturity.

About You

You are already working in Cyber Security or a related role for around the last 1 to 2 years. Having exposure to Cyber Security within the media industry would be a significant advantage.

You will have a passion for Cyber Security and Threat intelligence with an ability to assess a situation using multiple data sources and to make a judgement on how to best proceed. You have good communication skills and feel comfortable talking to groups of people to present on topics related to Cyber Security.

You are support and solution driven.

The core skills required to excel in this role are:

- Familiar with the cloud computing (Azure, AWS, etc), networking, firewall, and ITSM concepts
- Knowledge of standards and frameworks including, NIST, ASD Essential 8



- Experience working with Linux and/or Unix based systems as well as Microsoft Windows operating systems
- Well-developed communication skills
- Ability to work effectively in a team
- Desire to be a hands-on technologist
- Knowledge of Data Loss Prevention, Endpoint Protection, SIEM solutions
- Good understanding of access control, security protocols, vulnerability management, incident, and event management
- Be willing to work flexibly in response to cyber incidents
- University degree or equivalent IT certification or qualification
- Knowledge of Microsoft Windows Active Directory and Azure Active Directory

The following are some desirables we are also seeking:

- Exposure to MITRE ATT&CK Framework and cyber kill-chain
- Ability to understand various scripting languages such as Python
- Skills or experience with tools or techniques used in digital forensics and/or threat hunting
- Experience with tools such as CrowdStrike, Carbon Black, Zimmerman Tools, Velociraptor and Tenable
- Experience with Elasticsearch, Splunk
- Demonstrated experience working with Microsoft Windows Active Directory and Azure Active Directory

Some of the reasons to consider working with us

- The people! We truly celebrate and welcome difference at SBS and encourage everyone to bring their whole self to work, you'll be part of one of the most inclusive companies in Australia!
- The culture and the engagement of our workforce! SBS is ranked in the top 25% of all media companies for employee engagement
- We offer a range of benefits; from flexible work arrangements, health checks, salary packaging, an employee assistance program and free gym membership.
- We're agile and innovative in the way we work, as well as being a trusted and established brand. At SBS we have been broadcasting for over 40 years and our future is packed with many more exciting developments!
- • We also love to promote from within! We have allocated training funds to do just that and help bridge the gaps when moving from role to role.

Want to learn more? Then hit apply and take the first step to applying not just for another job but a possible whole new career in a purpose led organisation!

Not quite the right role for you? No problem, how about popping your details into our talent pool? Email us at noreplytalentpool@sbs.com.au to let us know what roles would be of interest to you and we will keep you informed of when they arise! (If you no longer want to be listed in our talent pool, then just email us and let us know and we will remove your detail).

For other opportunities within our organisation please visit our careers website [SBS Careers - Working at SBS](#)

Reasonable adjustments

Special Broadcasting Service

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Job Description

16 May 25



SBS recognises that everyone is unique, and you might require some adjustments to ensure you have the best opportunity to apply and put your skills forward for consideration. If we can make some adjustments to the SBS recruitment/interview process to better enable you to shine, then please contact careers@sbs.com.au and let us know.

Adjustments may include but are not limited to; alternative application methods, interview setups, physical requirements, guidance for trans or gender diverse applicants, specific interview availability times and more. We are shortlisting applications as they come in, so don't delay apply today!