

12 September 2024

Ref: OIA-24-037

John Luke  
Via FYI.Org  
By Email: [fyi-request-28121-010ef737@requests.fyi.org.nz](mailto:fyi-request-28121-010ef737@requests.fyi.org.nz)

Tēnā koe John Luke

**Official Information Act 1982 request for information concerning the appointment of the Chief Information Security Officer.**

Thank you for your email of 20 August 2024, requesting, under the Official Information Act 1982 (the Act), the following information:

*"I am writing to kindly request information concerning the appointment of the Chief Information Security Officer (CISO) at Callaghan Innovation. Specifically, I am interested in obtaining details on the following aspects:*

*Job Description:*

- 1) A comprehensive job description for the Chief Information Security Officer position, outlining the key responsibilities and expectations associated with this role.*
- 2) The qualifications required for the CISO role, including educational background, years of professional experience, and any specific skills or certifications deemed necessary for candidates.*

*Interview and Appointment Procedure:*

- 1) An overview of the interview and selection process for the CISO position, including:*
- 2) The stages involved in the interview process.*
- 3) The number of candidates interviewed.*
- 4) The composition of the interview panel (e.g., roles, educational background, and departments represented).*
- 5) The criteria used for selecting the final candidate including years of relevant experience, formal qualification and relevant certificates at the time of appointment at this role*

The information you have requested is set out below:

**Callaghan Innovations Chief Information Security Officer position**

The purpose of Chief Information Security Officer (CISO) position is to ensure the security and integrity of Callaghan Innovations data platforms and infrastructure.

Please find enclosed as appendix one a copy of the CISO position description, outlining key responsibilities and expectations associated with this role.

**Callaghan innovations recruitment process and candidate selection**

### ***The recruitment process***

The foundation of Callaghan innovations recruitment process is to create an environment where talent not only thrives but also finds its true home, enabling the attraction and retention of talented individuals who resonate with our organisational values and vision. Our recruitment policy and guidelines set out the stages involved in the interview and selection process.

Please find enclosed as appendix two and three, copies of Callaghan innovation recruitment Policy and recruitment guidelines.

### ***Candidate selection***

For this role, the appointment was overseen by Callaghan Innovation's Audit and Risk Committee (ARC), following a recommendation from KPMG New Zealand (KPMG) regarding uplifting the security maturity of the organisation and fulfilling its obligations. Callaghan Innovation had engaged in additional support to develop the security maturity of the organisation and support the cyber security team.

ARC met in May 2022, to discuss the progress of uplifting these security services, it was agreed that as an organisation Callaghan Innovation had reached a level of maturity that additional support was no longer required, and it was recommended to bring the CISO function in-house as the skills required were available within the organisation, therefore the position was not advertised externally.

The internal CISO function was initially established in May 2022 as a job-share arrangement, where two staff members were assigned to rotate responsibilities. This agreement ended in August 2022 when a staff member resigned, and the full responsibilities were transferred to the current CISO in September 2022.


### ***CISO skills and expertise***

The CISO role job description as enclosed in appendix one, outlines the expertise sought for this position.

Callaghan Innovation's current CISO, not only meets these requirements, but also brings expertise in Strategic Studies, Security, Conflict and Peace, Counter-terrorism, Cyber, International Relations and intelligence analysis. Along with in-depth knowledge of the cybersecurity landscape, including sound understanding of Callaghan Innovation's operational environment, and connections to Crown Agency and National security networks.

You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Nāku noa, nā



Jen Cherrington  
Chief Innovation Enablement Officer  
**Callaghan Innovation**