



## JOB INFORMATION

Job Code:	166069
Job Title:	Penetration Tester
FLSA Status:	Exempt
Supervisory:	
Job Family:	IT Security
Job Family Group:	Information Technology
Management Level:	7 Individual Contributor

## JOB SUMMARY

Assists in maintaining the security of university systems and applications by performing a wide range of penetration tests and creating practical security controls to protect sensitive data from a variety of attacks. Reviews and communicates results of penetration testing to anticipate and eliminate possible compromises to security systems.

## JOB QUALIFICATIONS:

### Education

Req	Pref	Degree	Field of Study	
X		Bachelor's degree		
	X	Bachelor's degree	Computer Science	Or
	X	Bachelor's degree	Computer Engineering	Or
	X	Bachelor's degree	Electrical Engineering	Or
	X	Bachelor's degree	in related field(s)	With
	X	Specialized/technical training		

### Additional Education

**Check here if experience may substitute for some of the above education.**

Combined experience/education as substitute for minimum education

### Work Experience

Req	Pref	Work Experience	Experience Level	
X		2 years		
	X	4 years		

### Additional Work Experience

**Check here if education may substitute for some of the above work experience.**

Combined experience/education as substitute for minimum work experience

### Knowledge, Skills and Abilities

Req	Pref	Functional Skills
X		Knowledge of a wide variety of technologies, platforms, and threats.

## Knowledge, Skills and Abilities

Req	Pref	Functional Skills
X		Understanding of network interoperability and current best practices in cyber security (e.g., relevant laws, regulations, standards).
X		Experience conducting analytical studies and communicating technical information to non-technical audiences.
X		Excellent written and oral communication skills.
	X	Experience with multiple programming languages (e.g., Java, Python, Perl).

## Certifications

Req	Pref	Select Certifications	Enter Additional Certifications
	X		Offensive Security Certified Expert - OSCE
	X		Global Information Assurance Certification - GIAC
	X		GIAC Penetration Tester - GPEN
	X		GIAC Web Application Penetration Tester - GWAPT
	X		GIAC Exploit Researcher and Advanced Penetration Tester - GXPN

## Other Job Factors

## JOB ACCOUNTABILITIES

	% Time	Essential	Marginal	N/A
Performs network, application, system, and mobile penetration testing to help identify and secure the information technology infrastructure and lower the overall risk posture. Manages and maintains tools used for penetration testing (e.g., sandbox environment). Maintains currency with latest vulnerability information and penetration testing tools and processes to ensure analysis and procedures are up to date.				
Reviews and communicates penetration testing results on information systems, network and mobile devices, and applications. Proactively develops threat models to assess potential attack strategies. Provides risk assessment based on thorough analysis, and relates findings to real-world risks, providing specific, actionable recommendations for resolution.				
Designs and conducts proof-of-concept tests to replicate third-party findings and propose solutions to resolve discovered security issues. Prepares detailed reports on findings while working closely with internal and external groups to develop appropriate security controls.				
Implements process efficiencies into existing methodologies and recommends improvements to workflow testing. Designs and develops tools and resources to augment and improve the testing process. Configures existing tools and resources to perform more effectively and efficiently.				
Maintains currency with industry best practices. Assesses and recommends additional tools and technologies as needed, and performs research activities to investigate vulnerabilities technologies which may impact the university and present findings to appropriate leadership.				

## Other Requirements

Essential:	Emergency Response/Recovery	Essential:	Mandated Reporter
	In the event of an emergency, the employee holding this position is required to "report to duty" in accordance with the university's Emergency Operations Plan and/or the employee's department's emergency response and/or recovery plans. Familiarity with those plans and regular training to implement those plans is required. During or immediately following an emergency, the employee will be notified to assist in the emergency response		A mandated reporter who in his or her professional capacity has knowledge of, or reasonably suspects a person who is under the age of 18 years, elderly, or a dependent adult has been the victim of abuse or neglect must report the suspected incident. The reporter must contact a designated agency immediately or as soon as practically possible by telephone or in writing within 36 hours. By virtue of the associated job duties, this position qualifies as a mandated reporter as required by state law

**Other Requirements**

<i>Essential:</i>	<i>Emergency Response/Recovery</i>	<i>Essential:</i>	<i>Mandated Reporter</i>
	efforts, and mobilize other staff members if needed.		and USC's policy at: <a href="https://policy.usc.edu/mandated-reporters/">https://policy.usc.edu/mandated-reporters/</a>
<i>Campus Security Authority (CSA)</i>			<i>Essential:</i>
By virtue of the associated job duties, this position qualifies as a Campus Security Authority as required by law and USC's policy at: <a href="https://dps.usc.edu/alerts/clery/">https://dps.usc.edu/alerts/clery/</a>			

**ACKNOWLEDGMENTS**

The above statements reflect the essential and non-essential functions as necessary to describe the principle contents of the job. They are not intended to be a complete statement of all work requirements or duties that may be required of the position. I understand that I may be asked to perform other duties as assigned. USC reserves the right to add or change duties at any time.

The University of Southern California is an Equal Opportunity Employer. USC prohibits discrimination on any basis protected under federal, state, or local law, regulation, or ordinance or university policies. All employment decisions are based on individual qualifications and business need.

I acknowledge receipt of this job description and its associated physical requirements. I have read and understand the job description and job requirements and agree to abide by their contents. I realize that duties may be requested of me that are not specifically stated herein. I understand that I will be expected to adjust to potential fluctuations in work volume. I understand that, if I have any questions about the essential functions or expectations of my position, my supervisor and/or HR partner are available to discuss them with me.

\_\_\_\_\_

Print Employee Name

\_\_\_\_\_

Signature

\_\_\_\_\_

Date

\_\_\_\_\_

Print Manager Name

\_\_\_\_\_

Signature

\_\_\_\_\_

Date

This job description describes the general nature and level of work required by the position. It is not intended to be an all-inclusive list of qualifications, skills, duties, responsibilities or working conditions of the job. The job description is subject to change with or without notice, and Management reserves the right to add, modify or remove any qualification or duty. Nothing in this job description changes the existing at-will employment relationship between the university and the employee occupying the position.