

Subject: BILINGUALISM POLICY – EXCEPTION - CHIEF INFORMATION SECURITY AND DIGITAL RISK OFFICER – *IN CAMERA* – PERSONAL MATTERS ABOUT AN IDENTIFIABLE INDIVIDUAL. LABOUR RELATIONS OR EMPLOYEE NEGOTIATIONS - REPORTING OUT DATE: UPON COUNCIL APPROVAL AND EXECUTION OF THE EMPLOYMENT CONTRACT

File Number: ACS NUMBER

Report to Council on 21 February 2024

Contact Person: Cyril Rogers, Interim General Manager and Chief Financial Officer, Finance and Corporate Services Department

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Ward: Citywide

Objet : POLITIQUE DE BILINGUISME – EXCEPTION – DIRECTEUR, SÉCURITÉ DE L'INFORMATION ET GESTION DES RISQUES NUMÉRIQUES – À *HUIS CLOS* – RENSEIGNEMENTS PRIVÉS CONCERNANT UNE PERSONNE QUI PEUT ÊTRE IDENTIFIÉE – RELATIONS DE TRAVAIL OU NÉGOCIATIONS AVEC LES EMPLOYÉS – DATE DE COMPTE RENDU : APRÈS L'APPROBATION DU CONSEIL ET LA SIGNATURE DU CONTRAT DE TRAVAIL

Numéro de dossier : ACS NUMBER

Rapport présenté au Conseil municipal le 21 février 2024

Personne ressource : Cyril Rogers, chef des finances et directeur général par intérim, Direction générale des finances et des services organisationnels

613-580-2424, poste 21562

Quartier : À l'échelle de la ville

REPORT RECOMMENDATION

That City Council approve an exception pursuant to Section R.6.3.1.(i) of the Bilingualism Policy for the successful candidate Mr. Viktors Engelbrehts, as Chief Information Security and Digital Risk Officer, Finance and Corporate Services Department, as described in this report.

RECOMMANDATION DU RAPPORT

Que le Conseil municipal approuve une exception, en vertu de la division R.6.3.1(i) de la Politique de bilinguisme pour M. Viktors Engelbrehts, candidat retenu pour le poste de directeur, Sécurité de l'information et Gestion des risques numériques, Direction générale des finances et des services organisationnels, comme l'explique le présent rapport.

BACKGROUND

The City of Ottawa has the duty to maintain, improve, and account for all critical assets including organizational data, information, and information systems. The pace and sophistication of cyberattacks continues to grow, and the City's accelerated digital initiatives and migration to the cloud have highlighted the need for the City to continue to mature its security governance and strategies.

As a result of the ongoing work to mature the City's IT risk management and digital security posture, the City of Ottawa hired its first Chief Information Security and Digital Risk Officer (CISO/DRO) in 2020. The CISO/DRO is responsible for establishing and maintaining the City's security vision, strategy, and programs to ensure information assets and technologies are adequately protected.

In February 2023, the CISO/DRO position became vacant and the Interim General Manager and Chief Financial Officer, Finance and Corporate Services Department (FCSD), implemented an interim structure to continue this important work until such a time that the position could be filled.

On October 13, 2023, the Interim General Manager and Chief Financial Officer, FCSD, issued a memorandum to Council to notify them that, in response to the evolving digital landscape and the increasing importance of safeguarding our information assets, the City was posting the CISO/DRO position.

Recruitment Efforts for the Chief Information Security and Digital Risk Officer, Finance and Corporate Services Department

The search for a CISO/DRO in FCSD began in the fall of 2023. The City of Ottawa posted the position on ottawa.ca's Internal and External Careers page, its Featured Job page, and social media channels. The job posting was posted a designated day-1 ready position as required by the Bilingualism Policy.

The City of Ottawa received 108 applications and 101 applications were reviewed for consideration. After further assessment, 27 applicants were recommended by Human Resources Services (HR) as they met the education and experience requirements. Of the 27 candidates, 13 indicated being bilingual on their resume.

Seven candidates were contacted to proceed to the initial recruitment stage and three candidates were selected to proceed to the interview stage. Of the three candidates, two candidates indicated that they were bilingual.

Following the interviews and given the highly technical nature of the position and the experience and skillset required, the Selection Panel for the position of Chief Information Security Officer and Digital Risk Officer determined that Viktors Engelbrehts was the most qualified candidate for this position.

DISCUSSION

Mr. Engelbrehts has a Masters in Intelligence Studies, with a concentration in Intelligence Analysis from the American Military University, and a Bachelors in Business and Administration with a concentration in Economics from the Latvian State University. He is a Certified Information Systems Security Professional with additional training in advanced intelligence-driven defence and cyber intelligence. Mr. Engelbrehts has served in various leadership roles in the cybersecurity space, including Chief Information Security Officer (CISO) at Moneris, Director of Threat Intelligence at Esentire, Manager of Cyber Security for the Ontario Public Service, and most recently the Cyber Security Unit Lead at the International Atomic Energy Agency. In these roles, Mr. Engelbrehts has been responsible for the development of cyber intelligence and counterintelligence programs and enterprise services, achieved high-velocity continuous evolution of cyber threat prevention, detection, and response programs, and championed significant improvements pertaining to predictive threat intelligence and incident response. As the CISO at Moneris, Mr. Engelbrehts successfully led the provision of enterprise cybersecurity services protecting over a million customers and a secure payment environment with over 2 billion annual transactions. In his current role at the International Atomic Energy Agency, he delivers enterprise information security services for highly sensitive environments across 5 geographical locations and leads

the design and implementation of a state-of-the-art cyber defence program with enhanced defence capabilities, infrastructure security, and threat intelligence.

Mr. Engelbrechts leadership has influenced positive security culture changes in various organizations and created stability in an ever-changing portfolio.

Mr. Engelbrechts is multilingual and has indicated his willingness to enroll in training to achieve the City's bilingual designation and, if Council grants this exception, his progress will be assessed as part of the annual performance review process.

On May 9, 2001, Council approved the continuation of the former City of Ottawa's Bilingualism Policy ("Policy"). Section R.6.3.1(i) of the Policy states as follows:

Effective immediately, all external candidates considered for Level 1 to 3 management positions be bilingual. Any exceptions, after having undertaken a comprehensive recruitment effort, shall require Council approval.

As set out above, a Council-approved exception to the Bilingualism Policy's requirement that "all external candidates considered for Level 1 to 3 management positions be bilingual" has only one express component. In effect, Council's consideration of "*any exceptions*" to this requirement for bilingualism can only be considered "after having undertaken a comprehensive recruitment effort". As the Policy does not expressly define the word, "comprehensive", it is suggested that a plain language lens be used in interpreting same. In this regard, the standard dictionary definition for the word, "comprehensive" means of large scope, covering completely or inclusive and involving much. When the phrase, "a comprehensive recruitment effort" is compared to the actions undertaken by Human Resources Services, it is the opinion of the Interim General Manager and Chief Financial Officer, FCSD, in consultation with the City Solicitor and Interim City Clerk, that the selection process in this instance did constitute a "comprehensive recruitment effort" in compliance with the Bilingualism Policy.

In light of the above, and the candidate's willingness to become bilingual, the Interim General Manager and Chief Financial Officer, FCSD, seeks Council's approval of an exception pursuant to Section R.6.3.1 (i) of the Bilingualism Policy for to proceed with finalizing the hiring process with the successful candidate, Mr. Viktors Engelbrechts.

FINANCIAL IMPLICATIONS

There are no financial implications.

LEGAL IMPLICATIONS

There are no legal impediments to City Council considering the recommendation in this Report.

CONSULTATION

As this report is confidential and administrative in nature, no public consultation was undertaken.

ACCESSIBILITY IMPACTS

There are no accessibility impacts associated with the recommendation in this report.

SUPPORTING DOCUMENTATION

Document 1 – Resume of Viktors Engelbrehts. This document is confidential as it contains information relative to personal matters about an identifiable individual.

DISPOSITION

Should the exception be granted, the Interim General Manager and Chief Financial Officer, Finance and Corporate Services Department will notify the candidate accordingly and complete the hiring process. A biography for Mr. Engelbrehts will be available from the Office of the Interim General Manager and Chief Financial Officer, Finance and Corporate Services Department that meets all the privacy requirements of the *Municipal Freedom of Information and Protection of Privacy Act*.