



**BE AN  
INDUSTRY-  
LEADING SME  
WITH  
GRIDSECURITY**

# About GridSecurity

GridSecurity is enabling the world's energy future by delivering scalable and effective managed network operations, managed security services, and managed compliance services for inverter-based generators and control centers.

We are a fast-growing company in an industry undergoing a historic transformation. At our core, we aim to operate at the intersection of what our people are passionate about, what they are good at, and what adds value to our clients. In doing so, we help our clients build the grid of tomorrow.

At GridSecurity, our people come first. We foster a flexible, candid, and collaborative environment where employees are empowered to grow, do meaningful work, and achieve their professional goals. We strive for the perfect blend of autonomy and teamwork, seeking to maximize an individual's potential. We firmly believe that if you treat your employees well and put them first, then the clients and business are inherently taken care of. One way we seek to achieve this objective is rewarding each employee as an owner of the business through our Incentive Compensation Program.

## Director of Onboarding & Integration

We measure GridSecurity's success by the caliber of people on our team, the quality of our work, and the trust we build with clients over time. As the Director of Onboarding & Integration, you will be responsible for leading engineering and onboarding teams and shaping the technical direction that supports GridSecurity's managed security services. You'll focus on aligning engineering and onboarding priorities with company goals, guiding customer onboarding and integration efforts, and ensuring teams are set up to deliver secure, scalable, and reliable solutions. Through strong cross-functional partnership and people leadership, you'll help translate strategy into execution and drive meaningful, sustained impact for our customers and the business.

In this role, you'll collaborate across the entire GridSecurity team, contributing not only to your core responsibilities but also to projects that drive our company forward. We foster an owner's mindset, teamwork, open and candid communication, and continuous learning – all necessary traits for you to be wildly successful on our team.

### **JOB RESPONSIBILITIES**

- Professional Services Delivery and Execution
  - Own service delivery for customer onboarding and integration, ensuring predictable execution, quality outcomes, and strong customer experience.
  - Establish and continuously improve workflows, documentation, tooling, and operational

- practices to drive efficiency and scalability.
  - Partner closely with Project Management to refine onboarding and integration processes, escalation paths, and delivery standards.
  - Review and prioritize escalations and incoming requests from project managers and stakeholders, ensuring alignment with company and customer priorities.
  - Ensure the team is supported with the guidance, tools, and operational clarity needed to resolve onboarding and implementation challenges.
  - Ensure the team has the tools, technical guidance, and support needed to execute effectively.
  - Participate in periodic manager on-call rotation.
- Strategic Planning & Technical Direction
    - Define and guide infrastructure strategy to support revenue growth, operational efficiency, and customer satisfaction.
    - Collaborate with Operations to ensure continuous service delivery aligns with support site acceptance criteria requirements.
    - Collaborate with engineering and software development resources to define and approve requirements for new solutions and implementations supporting onboarding enhancements.
    - Collaborate with business stakeholders, program/project managers, and technical teams to create efficiencies in the onboarding and integration process flows.
    - Identify and help shape new service offerings that deliver customer value and support business growth.
    - Ensure onboarding practices comply with industry standards, regulatory requirements, and cybersecurity best practices, including NERC CIP compliance.
    - Drive improvements in documentation, knowledge sharing, and operational readiness across the organization.
    - Play an integral role in the development of the overall culture, strategy, and direction of GridSecurity.
- Leadership and Management
    - Lead, mentor, and develop leaders and individual contributors, fostering growth, accountability, and high performance.
    - Establish clear goals, expectations, and success metrics for teams and individuals.
    - Define and track meaningful performance metrics, using insights to continuously improve delivery, quality, and team effectiveness.

- Conduct regular one-on-ones, performance reviews, and career development conversations.
- Manage capacity and resource allocation to ensure teams are focused on the most impactful work.
- Remove organizational, technical, and process obstacles to enable teams to meet strategic, financial, and security objectives.
- Build and sustain a culture of collaboration, ownership, and continuous improvement.
- Process Development and Documentation
  - Establish and document standard operating procedures (SOPs) for managed security services and infrastructure operations.
  - Evaluate and identify gaps in documentation and support the development of necessary documentation for the team.
  - Maintain accurate operational and security documentation to ensure clarity and accessibility for internal teams.
- Business Development
  - Work with our team to connect with potential clients that we can help.
  - Develop services that add value to current and potential clients.
  - Leverage your business relationships to help grow the GridSecurity client list.
  - Develop relationships and industry contacts to assist clients.
- Challenge Our Status Quo
  - Work on areas of the company in need of focus and improvement.
  - Assist the GridSecurity management by identifying areas of improvement that support our strategic direction.
- Growth
  - Attend conferences, forums, training, and industry engagements that help further brand the practice and demonstrate credibility.
  - Pursue training and professional certifications that align with your current job responsibilities and support your growth into future roles and responsibilities.

## REQUIRED QUALIFICATIONS

- 8+ years of engineering or technical operations experience within infrastructure, security, or industrial control environments, including oversight of senior engineers or technical leads
- Strong technical foundation with the ability to operationalize architectures, identify integration constraints, and assess risk across heterogeneous systems and customer environments
- Proven ability to translate business, regulatory, and customer requirements into executable technical plans, workflows, and validation criteria
- Experience operating in security-sensitive, high-availability environments where auditability, traceability, and reliability are core requirements
- Ability to drive cross-functional coordination between onboarding, engineering, security, and operations teams to remove friction and accelerate time-to-value
- Track record of building and maturing technical teams, including developing leaders and establishing accountability across supporting teams
- Experience defining escalation paths and serving as a senior escalation point for complex issues spanning systems, data flows, and customer environments
- Familiarity with identity systems, network integration, logging, monitoring, and baseline hardening as they relate to operational outcomes rather than standalone engineering efforts

## REQUIRED PROFESSIONAL SKILLS

- Strong interpersonal and customer service skills with the ability to translate technical concepts for non-technical audiences.
- Excellent written and verbal communication, including technical documentation.
- A continuous improvement mindset with a focus on process efficiency and reliability.
- Critical thinking and prioritization to maximize value for both GridSecurity and clients.
- Adaptability in dynamic environments with the ability to make timely, informed decisions.
- Collaborative team player who contributes to shared goals and supports colleagues.

## DESIRED QUALIFICATIONS

- Experience in managed services, cybersecurity, or regulated infrastructure environments
- Familiarity with compliance-driven engineering (e.g., NERC CIP or similar frameworks)
- Experience supporting customer onboarding, integration, or professional services
- Experience with incident response, root cause analysis, and driving process improvements
- Familiarity with automation, scripting, or infrastructure-as-code concepts used to reduce manual, repetitive work

# Benefits & Compensation

## **COMPENSATION**

The base salary range for this position is \$150,000 - \$200,000 per year, depending on qualifications and experience.

## **PAYROLL SCHEDULE**

Pay is the 7<sup>th</sup> (for the 16<sup>th</sup> to end of month) and 22<sup>nd</sup> (for the 1<sup>st</sup> to the 15<sup>th</sup>) of each month.

## **GRIDSECURITY INCENTIVE COMPENSATION PLAN**

GridSecurity Inc. offers an Incentive Compensation Plan to reward employees, based on performance, in the form of Stock Options and/or cash bonuses on a monthly basis. As a full-time employee, you are eligible to participate in GridSecurity's Incentive Compensation Plan after a 90-day waiting period for new hires. Additionally, as part of our offer, GridSecurity will include an initial award of 25,000 ISOs.

## **401K PLAN AND COMPANY MATCH**

GridSecurity offers a 401k retirement savings program. GridSecurity will match all employee 401k contributions up to 6% of your gross cash compensation (salary and bonuses). Employee and employer contributions begin on the first calendar day of the employee's second calendar month of service. Employer 401k match contributions vest immediately. For example, if the employee begins on June 15th, the employee will be eligible to participate in the 401k program and receive a company match effective the payroll period beginning August 1st.

## **HEALTH, DENTAL, VISION, AND LIFE INSURANCE BENEFITS**

GridSecurity offers a group medical, dental, vision, and life insurance plan that you and your family are eligible to join. GridSecurity will pay 75% of the cost of the base medical and dental plan premiums and 100% of the base vision plan premium for you and your family. GridSecurity will only pay its share of the premiums for the healthcare plan that GridSecurity provides as the designated base plan for your area. You are eligible for health benefits on the first day of the first calendar month after your start date. GridSecurity has a tenure-based contribution scale that increases by 5% each full year of service, as of January 1<sup>st</sup> of the benefits calendar year, up to 95% of the base medical and dental plan premiums being paid by GridSecurity. For example, if you start on June 15th, your health benefits will start on July 1st. Also, if you start on June 15<sup>th</sup>, 2024, your employer contribution will increase to 80% of the base medical and dental plan on January 1, 2026.

GridSecurity also offers a \$100,000 Supplemental Life Insurance policy for all full-time employees with

premiums covered 100% by GridSecurity.

GridSecurity also offers employees the opportunity to participate in a ***Flexible Spending Account (FSA)*** and a ***Dependent Care Flexible Spending Account*** as part of our employee benefits package. In addition, if you are on a high-deductible medical plan, which our base medical insurance plan is, you will also have the opportunity to participate in a ***Health Savings Account (HSA)***. FSA and HSA plans allow employees to set aside money pre-tax to pay for certain healthcare and dependent daycare expenses.

## **PAID TIME OFF**

This position accrues four (4) weeks (160 hours) of vacation per calendar year. Your balance will roll over each year, and you have the ability to bank up to 1.5x your annual accrual. In addition to vacation, this position accrues an additional five (5) days (40hrs) of Sick Pay per year, with the ability to roll and bank up to ten (10) days (80 hrs.) total.

## **ANNUAL HOLIDAYS**

GridSecurity observes the following holidays for a total of 12 paid holidays:

- New Year's Day
- Martin Luther King, Jr. Birthday
- President's Day
- Memorial Day
- Independence Day
- Juneteenth
- Labor Day
- Indigenous People's Day / Columbus Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- Plus, your birthday is always a day off - whether on a weekday, holiday, or weekend, you should not have to work on your birthday (\*your birthday cannot be rolled or banked\*)

## **WORK LOCATION**

You will work from your home office with occasional trips to GridSecurity's HQ or client sites, as needed.

## EVALUATION PERIOD

The first ninety (90) days of your employment will be treated as an evaluation period when we will assess your performance and fit with our culture. At the end of this 90-day evaluation period, we will hold a performance review session with you to discuss your performance against the job requirements and expectations. If your performance does not meet those requirements and expectations, we reserve the right to end your employment.

## BACKGROUND CHECK

GridSecurity employees must successfully complete a background check prior to beginning employment. We follow the risk assessment table shown below.

Acceptable Risk	Unacceptable Risk	Subject to Review
<p>No criminal record and no issues discovered through identification check  <b>OR</b>            Criminal incident found not to be disqualifying OR no discrepancy identified through identity check</p>	<p>Criminal record indicates substantial questions regarding candidate's character or trustworthiness ("Crimes of Dishonesty")  <b>OR</b>            Criminal background check reveals extensive criminal violation  <b>OR</b>            Identification check raises substantial questions regarding candidate's identity  <b>OR</b>            Any combination thereof which disqualifies the candidate</p>	<p>Misdemeanor crimes – These crimes may warrant disqualification of a candidate based on circumstances and timing of incident.  <b>OR</b>            Felony Crimes – Whether a crime was a felony or misdemeanor is often a quantitative rather than a qualitative measure and provides limited information about the underlying crime. Felony crimes, by definition, carry higher penalties than misdemeanor crimes but do not necessarily shed light on the seriousness or depravity of the underlying crime, especially if a plea deal was arranged.  <b>OR</b>            Substance crimes (whether misdemeanor or felony) – evaluate whether the candidate has an ongoing problem. If the answer is yes, disqualification is recommended.  <b>OR</b>            Number of crimes – Consider whether the candidate exhibits a pattern of criminal behavior.  <b>OR</b>            Minor problems with identification – Minor issues e.g., spelling, de minimis address or name issues, or dates should not disqualify otherwise qualified candidates. Questions arising around U.S. Citizenship or work status/permits.</p>