

WE'RE HIRING

AMK Microfinance Institution is one of Cambodia's leading microfinance institutions, with coverage all over the country. AMK employs over 3,700 staff serving almost 1,000,000 clients in nearly 13,000 villages across Cambodia, 91% of all villages. We are looking for a talented and committed individual to join our diversified team, and offering attractive career prospects across branches and departments of our business.

A job at AMK is more than just a paycheck - we support our employees in their development and growth and help them explore their unique strengths.

Job Title	:	Head of IT Security (01 Post)
Report To	:	Chief Executive Officer
Location	:	Head Office
Closing Date	:	18 Jul 2025

Job Responsibilities:

❖ IT Security Leadership:

- ▶ Develop and lead the overall IT security strategy, policies, and procedures.
- ▶ Oversee implementation of security architecture, controls, and practices (e.g., firewalls, encryption, access management).
- ▶ Lead security incident response, investigation, and remediation processes.
- ▶ Promote security awareness and training across the organization.

❖ Risk Management:

- ▶ Identify and assess risks to IT systems, infrastructure, data, and services.
- ▶ Maintain the IT risk register and perform periodic risk assessments.
- ▶ Implement appropriate controls and risk mitigation strategies aligned with business objectives.
- ▶ Collaborate with internal and external auditors and regulators on IT risk-related matters.

❖ Compliance and Governance:

- ▶ Ensure adherence to all relevant regulations, including data protection laws (e.g., GDPR or local equivalents).
- ▶ Lead audits and assessments (internal, regulatory, ISO 27001, etc.).
- ▶ Maintain IT compliance with policies, frameworks, and standards (e.g., NIST, COBIT, ISO).
- ▶ Oversee third-party/vendor risk management related to IT services and data processing.

❖ Policy and Framework Development:

- ▶ Develop and regularly update IT security and compliance policies, standards, and procedures.
- ▶ Ensure policies are communicated, enforced, and aligned with business needs.
- ▶ Benchmark practices against industry standards and recommend enhancements.

❖ Strategic and Operational Management:

- ▶ Develop IT security strategic direction to meet growing change within and outside AMK.
- ▶ Work closely with IT, legal, compliance, Risk and business units to implement and execute the approved strategies.
- ▶ Monitor security metrics and produce regular reporting to senior management and related committee.
- ▶ Other tasks will be assigned.

Qualification and Experiences:

- ▶ Bachelor's or Master's degree in Computer Science, Information Security, or related field.
- ▶ Minimum 5 years of experience in IT security preferably in banking and financial or regulated industries.
- ▶ Professional certifications such as CISA, CISSP, CISM, CRISC, CoBIT or ISO 27001 Lead Implementer/Auditor are highly desirable.
- ▶ Strong understanding of security technologies, risk frameworks (e.g., NIST, ISO 27001), and regulatory environments.
- ▶ Proven experience managing teams, policies, and cross-functional security initiatives.
- ▶ Strategic thinking with attention to operational details
- ▶ Strong leadership and communication skills.
- ▶ High level of integrity and professional ethics.
- ▶ Risk and control mindset with analytical capabilities.
- ▶ Ability to manage change and influence stakeholders at all levels.
- ▶ Good in written and verbal communication skills and the ability to communicate effectively at all levels of the business.

Benefits

<ul style="list-style-type: none">▶ AMK provides a competitive salary package to the employees▶ Salary increment rate every year▶ Khmer new year bonus (100%)▶ Pchum Ben bonus (Up to 50%)▶ Retirement bonus (300%)▶ AMK Pension fund (Up to 84%)▶ Retention bonus (Up to 200%)▶ Seniority payment (Backward & Forward)▶ Incentive (no cap based on performance)▶ Uniform allowance▶ Phone allowance	<ul style="list-style-type: none">▶ Moto rental allowance▶ Medical insurance including dependent (100% no limit) plus oversea treatment for staff▶ Accident insurance 24/7days▶ Birth delivery package (up to 2,400,000)▶ Staff loan (lower rate at 2%)▶ Annual leave 18 days per year▶ Paid Sick leave & maternity leave (up to 6 months)▶ Capacity development and opportunity to promote per job requirement▶ Working condition in accordance to the Cambodian Labor Law
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Interested candidates should apply by sending a CV and a cover letter to all AMK branches and Head Office, Building 285, Yothapol Khemarak Phoumin Blvd. (271), Sk. Tomnub Tuek, Kh.Boeng Keng Kang, Phnom Penh, Cambodia or E-mail: job@amkcambodia.com

Attachments:

- A copy of obtained certificates or confirm letter by the University
- A copy of national identification, family book, and certificate of birth
- For additional information, please contact at Tel: (023) 993 062 / (023) 224 763 or visiting website: www.amkcambodia.com
- AMK is an equal opportunity employment. Qualified women and persons with disabilities are encouraged to apply.