

To support our growth and our strong consulting dynamic, we are looking for a Cybersecurity Risk Management Consultant to join our team as soon as possible. Paris team.

Your skills

Reporting to our GRC BU, you will provide our customers with your expertise and contribute to the company's development and reputation:

- You have a 5-year higher education diploma from an engineering school or a M2 in IT and networks, with a specialization in information systems security.
- You have more than 3 years' experience in cybersecurity/GRC with concrete achievements
- For 2 years you have carried out risk analyses, including Ebios RM analyses.
- You have the ability to provide pragmatic solutions to technical and functional cybersecurity issues.
- You are at ease in English: customer exchanges and leading meetings

Your profile

Our commitments

- On a daily basis, we apply our values of Caring, Excellence and Commitment.
- We are also committed to a CSR approach that is important to us and that we strive to apply on a daily basis.

Our internal development

- We share whenever we can, because we are convinced that personal enrichment comes from contact with the experiences of others: townhall, lunch & learn, newsletters, feedback, in-house training via the Formind Academy, etc.

Our balance

- For our professional and personal development, we regularly organize social events with an extremely active CSE: afterworks, parties, trips, etc.

Your 1st missions

- Risk mapping / analysis
- Implementation of ISP and safety assurance plans
- Benchmark/integration of risk analysis solutions
- Classification/Protection of information
- The GRC department also contributes to pre-sales, the development of our offers and training (improvement/capitalization, communication...) through days dedicated to these activities.

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Workplace: Toulouse

Remuneration: according to profile

Telecommuting: 2 days/week

A friendly, caring atmosphere

Recruitment process

In 3 steps

- Interview #1 with one of our HR specialists
- Interview #2 with a Manager
- Interview #3 with a manager

In a nutshell...

Formind, the French independent leader in cybersecurity with almost 300 consultants, has enjoyed sustained growth since its creation in 2010. PASSI-qualified, Formind supports its customers in all cybersecurity issues with a risk-based approach, strong pragmatism and committed values. Based in Paris, Formind has expanded to several cities in France, Morocco, Spain, Canada and Taiwan. Formind is also proud to be recognized as Happy@Work for the 8th consecutive year.

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recrutement@formind.fr

To support our growth and our strong consulting dynamic, we are looking for a RSSI consultant to join our Paris team as soon as possible.

Your responsibilities

- ISS support: transitional CISO / CISO assistance, security project management/assignment director, compliance support...
- Organizational / compliance audit (NIS2, Dora, ISO27002, RGPD...)
- Definition of a master plan and safety action plans
- Definition of a safety policy, procedures and dashboards
- Awareness/Training
- with the GRC department also contributing to pre-sales, the development of our offers and training (improvement/capitalization, communication...) through days of
- dedicated to these activities

Your profile

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- For 2 years you have carried out risk analyses, including Ebios RM analyses.
- You have the ability to provide pragmatic solutions to technical and functional cybersecurity issues.
- You are at ease in English: customer exchanges and leading meetings

Recruitment process

In 3 steps

- Interview #1 with one of our HR specialists
- Interview #2 with a Manager
- Interview #3 with a manager

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Workplace: Issy Les Moulineaux

Remuneration: according to profile

Telecommuting: 2 days/week

A friendly, caring atmosphere

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In order to support our growth and our strong consulting dynamic, we are looking for a Cyber compliance consultant to join our Paris team as soon as possible

Your responsibilities

- Conduct compliance audits (e.g. ISO 27K, DORA, NIS, HDS, etc.)
- Define and deploy compliance programs
- Supporting teams in the application of safety measures
- as defined in the SSI documentation
- ISS support: Transition CISO / CISO assistance, Project management
- safety/mission management, safety awareness/training
- cybersecurity compliance issues
- Contribution to pre-sales, to the development of our
- in-house offers and training

Your profile

Reporting to our GRC BU, you will provide our customers with your expertise and contribute to the firm's development and reputation.

- You have a 5-year higher education diploma from an engineering school or an M2 in computing and networks, with a specialization in IT security.

information systems

- You have over 3 years' experience in cybersecurity/GRC

- Over the past 2 years, you have carried out audits and led projects to ensure compliance with cybersecurity standards (ISO 27001, NIS, DORA, PCI-DSS, HDS, etc.).

- You have the ability to provide pragmatic solutions to technical and functional cybersecurity issues.

- You are at ease in English: writing deliverables and chairing meetings

Recruitment process

In 3 steps

- Interview #1 with one of our HR specialists
- Interview #2 with a Manager
- Interview #3 with a Director

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Cybersecurity Consultant

Project Manager / PMO



In order to provide our customers with the best possible support in carrying out and monitoring audit campaigns, we are looking for a **Project Manager (PMO)** to join our technical audit team as soon as possible.

Your responsibilities

Reporting to Formind's technical audit team, you will act as a bridge between our auditors and our customers' business teams.

You will be responsible for organizing the technical audit team's penetration tests.

Your missions will consist of :

- Organize scoping meetings, explain the audit approach, validate prerequisites and monitor their availability
- Review and validate audit reports and ensure compliance with the constraints imposed by our customers
- Close assignments and support business teams in understanding audit results
- Monitor progress of audit campaigns

Formind's auditors will be on hand to help you understand the technical elements.

Juniors are welcome on the job, and training through a binôme scheme will be put in place.

Your profile

- Would you like to join a team on a human scale and discover the consulting business in a specialized, cutting-edge company?
- You're passionate about cybersecurity
- Without being technical, are you interested in intrusion testing & redteam?
- You've already managed a project and have good organizational and teamwork skills.
- Preferably, you have already had contact with penetration testing assignments, or auditing assignments in general.
- You're at ease in the spoken word and know how to explain things in layman's terms.
- You want to learn and be challenged
- Your qualities are autonomy, rigor, intellectual curiosity, listening skills and team spirit.

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To support our growth and strengthen our team of IAM experts, we are looking for an **IAM expert consultant (IAM, IGA, MFA, SSO)** to join our Paris team as soon as possible.

Your responsibilities

As a consultant, within the scope of your missions, your scope of intervention will be as follows:

- Implement and manage comprehensive identity and access management (IAM), identity and access governance (IGA), single sign-on (SSO), contextual and multi-factor authentication (MFA) solutions to meet our customers' security needs.
- Assess current customer authentication and authorization processes, identify gaps and risks, and recommend improvements based on best practices and the state of the art.
- Work closely with our customers' IT teams to integrate IAM solutions into their existing infrastructures while minimizing the impact on business activities.
- Supervise and participate in maintenance operations and updates to IAM/IGA/SSO systems to ensure their effectiveness and compliance with security standards.
- Keep abreast of the latest trends and innovations in safety, and take part in professional conferences and training courses.

Your profile

Graduate (Bac+5) from an engineering school or a M2 in IT and networks, with a specialization in information systems security. You have **at least 6 years' experience**. Proven certifications are expected.

Your qualities and skills :

- In-depth technical skills and professional certifications in IAM, IGA, MFA and SSO solutions from market leaders.
- Proven experience in analyzing security needs and implementing appropriate IAM solutions.
- Ability to communicate clearly and effectively with a diverse audience.
- Project management skills
- Ability to work effectively in multidisciplinary teams.



Workplace: Issy Les Moulineaux
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To support our growth and strengthen our team of PAM experts, we are looking for a **PAM (Privileged Access Management) expert consultant** to join our Paris team as soon as possible.

Your responsibilities

As a consultant within the framework of your missions, your scope of intervention will be as follows:

- Implement and manage PAM solutions, mainly using WALLIX and/or DELINEA technologies, to secure our customers' information systems.
- Carry out security audits to identify vulnerabilities and possible improvements in the management of privileged access, and propose corrective strategies.
- Work with customers' technical teams to integrate PAM solutions into their existing architecture, ensuring compliance with security policies and regulatory requirements.
- Provide high-level technical support, including complex problem resolution and post-deployment support.
- Act as a point of contact for all issues relating to privileged access security, training end users and maintaining up-to-date documentation.
- Maintain a continuous technological watch to stay at the cutting edge of PAM innovations and best practices.
- Participate in the WFP community as a WFP expert

Your profile

Graduate (Bac+5) from an engineering school or a M2 in IT and networks, with a specialization in information systems security. **You have at least 6 years' experience.** Proven certifications are expected.

Technical skills and knowledge

- In-depth technical expertise in WALLIX and/or DELINEA solutions, with practical experience of deployment and management.
- Strong skills in security analysis and architecture, able to quickly identify potential security problems and develop effective solutions.

Interpersonal and professional skills

- Ability to communicate clearly and effectively with a diverse audience.
- Project management skills
- Ability to work effectively in multidisciplinary teams.



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In order to support our growth and further strengthen our sales dynamic, which will focus in particular on the deployment of new offers, we are looking for **an Industrial Security expert consultant** to join our **Paris-based teams** as soon as possible.

Your responsibilities

As a consultant within the framework of your missions, your scope of intervention will be as follows:

- Analyze and evaluate our customers' existing security architectures in the industrial sector, identifying potential risks and proposing solutions for improvement.
- Design and deploy robust security strategies for industrial control systems and operational technologies, including securing networks, equipment and associated software.
- Manage and coordinate multidisciplinary safety projects, liaising between technical teams and decision-makers.
- Provide technical expertise during cybersecurity crises, participating in incident response and leading recovery efforts.
- Develop and deliver specialized training on industrial system safety for internal teams and customers.
- Keep up to date with current cybersecurity trends, new technologies and regulations, to effectively advise customers and adapt security strategies.

Your profile

Graduate (Bac+5) from an engineering school or a M2 in IT and networks, with a specialization in information systems security and **more than 6 years' experience** in your field of expertise. Your qualities and skills :

Technical skills and knowledge

- Proven expertise in securing OT/ICS environments, with a strong understanding of industry standards (IEC 62443, NIST, etc.).
- Ability to analyze complex systems and synthesize effective and appropriate safety solutions.

Interpersonal and professional skills

- Ability to communicate clearly and effectively to a diverse audience.
- Project management skills
- Ability to work effectively in multidisciplinary teams.

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In order to support our growth and further strengthen our sales dynamic, which will focus in particular on the deployment of new offerings, we are looking for a **Cloud expert consultant** to join our Paris-based **Cloud Security Center of Excellence team** as soon as possible.

Your responsibilities

As a consultant within the framework of your performed missions, your scope of intervention will be as follows: As part of the development of the CSCoE offering and community:

- Develop a strategy to strengthen cloud security. (AWS, Azure, GCP);
- Define relevant cloud security control rules (AWS, Azure, GCP);
- Implement automated resource deployment and security controls;
- Prepare documentation related to the tasks
- Evolve our sales kit according to the missions carried out and the developments mentioned above;
- Monitor Cloud security and participate in the firm's communications operations (articles, events, etc.).

Your profile

Graduate (Bac+5) from an engineering school or a M2 in IT and networks, with a specialization in information systems security and **more than 6 years' experience** in your field of expertise. Your qualities and skills :

Technical skills and knowledge

- Experience and in-depth knowledge of cloud services and architectures (IaaS, PaaS, SaaS) and major providers like AWS, Google Cloud, and Azure.
- Operational safety skills, as part of the integration of safety into CI/CD pipelines.
- Familiarity with standards and regulations (such as HIPAA, SOC 2, SecNumCloud)

- Ability to analyze complex safety issues and propose effective solutions.
- Ability to communicate clearly and effectively to a diverse audience.
- Project management skills
- Ability to work effectively in multidisciplinary teams.

Interpersonal and professional skills

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In order to support our growth and further strengthen our sales dynamic, which will focus in particular on the deployment of new offers, we are looking for a **senior business developer** to join our Paris team as soon as possible.

Your responsibilities

Reporting to the firm's Sales Director, you will be in contact with decision-makers on the customer side and contribute to the firm's development.

As a true ambassador for FORMIND, you'll help build customer loyalty and convince new customers to place their trust in us.

- You will prospect for new customers and develop existing business in 1 or more sectors,
- You obtain and carry out customer appointments,
- You participate in and implement the SEO strategy,
- You identify and qualify new opportunities,
- You will be involved in drawing up sales proposals, preparing and leading sales presentations and negotiations,
- You draw up charts of accounts and contribute to the firm's reporting process.

Alongside your commercial activities :

You are responsible for internal coordination and mobilization of consultants and managers, and take part in external communication initiatives.

Your profile

With a 5-year degree from a business or engineering school, and a real flair for sales, you must have at least 5 years' experience in a similar position.

Your qualities and skills :

- Excellent interpersonal skills ;
- Ability to unite ;
- Challenge and ambition;
- Entrepreneurial spirit ;
- Dynamic, proactive and flexible;
- Thoroughness, reliability ;
- Pugnacity and autonomy;
- Good level of English ;
- Ability to interact with high-level contacts;
- Expertise in several types of sales: TA, fixed-price, projects, managed services ;
- Referencing management ;
- IT and ideally cyber culture.

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Your responsibilities

As a consultant, your scope of action will be as follows:

Strategic consulting: CISO support, risk management strategies, sensitive information protection strategies, governance,

Operational (functional) consulting: project security, security review of critical processes, awareness-raising and training, crisis management plans, implementation of secure infrastructures,

Operational (technical) consulting: technical audits, penetration tests, digital investigation (forensics, reverse engineering, etc.)

Your profile

Graduate (Bac+5) from an engineering school or a M2 in IT and networks, with a specialization in information systems security.

Your qualities and skills :

- Initial experience in this field is required;
- Proven project management skills;
- Good level of English ;
- Ability to provide

pragmatic answers to technical and organizational issues.

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To support our growth and strengthen our expertise, we are looking for a **Splunk administrator** to join our **Paris team** as soon as possible.

Your responsibilities

As a consultant within the framework of your missions, your scope of intervention will be as follows:

- Management of Splunk platform monitoring incidents
- Splunk infrastructure administration
- Maintaining Splunk infrastructure in operational condition
- Integration of the Splunk log management solution (distributed environment: Search Head cluster, indexers and collectors, etc.).
 - Integration and standardization (CIM compliance) of new log sources (collection, parsing, reporting, alerting, datamodel).
- Production of technical documentation (DAT, recipe book)
- Be a driving force in improving rules and the platform
- Communicating the benefits of the product and platform
- Ensure operational reporting related to this activity

Your profile

Graduated from an engineering school (Bac+5) or from a M2 IT and networks, with a specialization in information systems security and **more than 5 years' experience** in your field of expertise. Your qualities and skills :

Interpersonal and professional skills

- Ability to communicate clearly and effectively to a diverse audience.
- Project management skills
- Ability to work effectively in multidisciplinary teams.

Technical skills and knowledge

- Knowledge of Linux and Windows systems
- Certification: Splunk Enterprise Certified Admin

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We are looking for a SOC analyst to join our cyber team and improve existing detection and response processes.

Your responsibilities

As an N3 SOC analyst, your scope of action will be as follows:

- Escalation point in the SOC chain (escalation of the most complex and critical incidents);
- In-depth analysis, Threat Hunting, Inforensics
- Expert knowledge of SOC tools (SIEM, XDR, SIRP, SOAR...);
- Incident manager/technical pilot on large-scale incidents;
- Continuous improvement of the SOC (processes, tools, rules, etc.);
- Creation of new detection usecases.

Your profile

- Graduated from an engineering school with a BAC+5 or a M2 in Computer Science and Networks, with a specialization in information systems security,
- You have at least 10 years' significant experience in cybersecurity.
- Good level of English,

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