



JOIN TONGA DEVELOPMENT BANK – EXCITING CARREER OPPORTUNITY

MANAGER CYBERSECURITY – HEAD OFFICE, NUKU’ALOFA

Applications are invited from suitably qualified and experienced candidates for the position of **Manager Cybersecurity**, based at the Tonga Development Bank’s Head Office and reporting directly to the Acting Senior Manager Information Technology.

Role Purpose

To lead, govern, manage and continuously improve the Bank’s cybersecurity and information security programme to protect the confidentiality, integrity, availability and resilience of the Bank’s information assets, critical banking systems, digital services and customer information.

Principal Accountabilities of the Manager Cybersecurity include:

1. GOVERN – Governance & Leadership

- Develop and maintain the Bank's cybersecurity strategy, policies, and governance.
- Advise management on key cyber risks, incidents, and security priorities.
- Monitor cybersecurity performance through KPIs, KRIs, and regular reporting.
- Lead cybersecurity staff, resources, projects, and vendors.

2. IDENTIFY – Risk Management

- Identify and assess cybersecurity risks to systems, information, and services.
- Maintain the cybersecurity risk register and track risk treatment.
- Coordinate security assessments, vulnerability testing, and penetration testing.
- Monitor third-party risks and emerging cyber threats.

3. PROTECT – Security & Access

- Maintain security standards for systems, networks, applications, and cloud services.
- Manage access controls, privileged access, MFA, and user access reviews.
- Ensure effective patching, vulnerability management, and data protection.
- Promote secure-by-design and defence-in-depth security.

4. DETECT – Monitoring & Threat Management

- Monitor critical systems, networks, and security events for threats.
- Ensure security alerts are investigated and escalated appropriately.
- Maintain effective security monitoring and threat detection capabilities.
- Use threat intelligence to strengthen security controls.

5. RESPOND – Incident Management

- Maintain and test the Cybersecurity Incident Response Plan.
- Coordinate response to cybersecurity incidents.
- Ensure incidents are contained, investigated, documented, and resolved.

- Track corrective actions and conduct incident exercises.

6. RECOVER – Cyber Resilience

- Integrate cybersecurity into Business Continuity and Disaster Recovery plans.
- Ensure secure backups and recovery arrangements for critical systems.
- Participate in disaster recovery and cyber-recovery exercises.
- Ensure systems and data are secure before restoration.

7. COMPLIANCE & SECURITY AWARENESS

- Ensure compliance with applicable cybersecurity laws, regulations, policies, and standards.
- Support audits, regulatory reviews, and security assessments.
- Maintain cybersecurity awareness and training programmes.
- Promote staff responsibility for protecting Bank and customer information.

8. CRITICAL SYSTEMS & GENERAL ACCOUNTABILITY

- Provide cybersecurity oversight for core banking, SWIFT, ATM, cards, payments, Internet/mobile banking, EFTPOS, networks, and other critical systems.
- Maintain confidentiality and ensure privileged access is properly authorised.
- Perform other cybersecurity duties assigned by management consistent with the position.

Qualifications: A Degree in Cybersecurity, Information Technology, Computer Science, Information Systems, Network Security, or a related field. Relevant professional certifications in Cybersecurity, Networking or Information Security would be an advantage.

Minimum 3 years' relevant professional experience in cybersecurity, information security, IT risk or related technology-security functions, with demonstrated experience in cybersecurity governance, risk management, security controls and incident management. Experience leading projects, initiatives or technical personnel is required. Experience in banking, financial services or another regulated environment would be an advantage.

Remuneration: The post of Manager Cybersecurity is at Band 4 with a salary scale ranging from TOP\$46,958 to \$70,437 per annum. The entry point will depend on qualification and working experience being brought to the job.

Benefits: Attractive benefits are also available including staff loans, retirement fund scheme and excellent opportunities for advancement.

Applications: Applications must be addressed to: Chief Executive Officer, Tonga Development Bank, Fatafehi Road, P.O. Box 126, Nuku'alofa. Application forms are available at any of the TDB offices and our website: www.tdb.to Only shortlisted applicants will be advised and invited for an interview. Internal candidates interested in this role should submit their applications through their Managers.

Deadline: Deadline for All applications is Friday, 16th October 2026, 4pm.

For further enquiries, contact Human Resources division, Head Office at phone 23-333.