

## Senior Analyst, Identity and Access Management

### Role Description

The Identity & Access Management (IAM) team is responsible for access governance of CUK IT systems and comprises of two functions:

- provisioning and de-provisioning of IT systems access
- performing User, Privileged and Supplier Access Reviews (Governance)

The Senior IAM Analyst will work closely with the IAM Manager, deputising where necessary. The Senior IAM Analyst will have an exemplary knowledge of IAM principles and processes, and will assure the following outcomes:

- Driving improvements across operational IAM.
- Continuing to build relationships with IT teams, the Business and other IAM stakeholders.
- Ensuring IT systems are administered in compliance with the IAM policies and standards.

<b>RUI:</b>		<b>Grade:</b>	CUKo8	<b>DBS:</b>	Basic
<b>Directorate:</b>	Carnival UK Shared Services	<b>Reports to:</b>	Identity & Access Management Manager		
<b>Function:</b>	Carnival UK Technology	<b>Team:</b>	Technology Security, Risk & Compliance Technology Security Operations		
<b>Direct reports :</b>	None				

### Accountabilities:

- Assist the IAM Manager to continually improve the processes and procedures performed by the Identity and Access Team by identifying efficiencies that could be achieved through standardisation, optimisation or automation.
- Perform analysis and collect evidence to support recommendations for improvement to help produce compelling reports showing business justification and gain management approval.
- Assist the IAM Manager to identify IAM service strategy by liaising with other teams, e.g. Security Assurance, Architecture and Service Management, to understand Technology roadmaps.
- Promote the adoption of standard IAM processes in engagements with business stakeholders and technology project teams and represent the IAM Manager in working groups and other meetings when asked to do so.
- Support and assist with IAM activities such as Privileged Access Reviews and Supplier Access Reviews (PARs and SARs) as required for SOX, GDPR, PCI and general systems security.
- Deputise for the IAM Manager as and when required.
- Use IAM domain knowledge and experience to advise on the implementation of Carnival UK's Identity Governance and Administration (IGA) and Privilege Access Management (PAM) toolsets.
- Assist with the administration of the IAM solutions to ensure effective management of Carnival UK identities is performed, new applications are on-boarded efficiently, role profiles are appropriate and maintained and that general operation of the solution is monitoring and maintained.

**Health, Environment, Safety, Security (HESS) Responsibilities:**

- Lead by example by taking care of the health and safety of yourself and others
- Report all accidents, "near miss" incidents and work related ill health conditions to your manager
- Follow safety rules and procedures
- Use work equipment, personal protective equipment, substances and safety devices correctly
- Take part in safety training and risk assessments and suggest ways of reducing risks
- Act in a safe manner in accordance with our safety behaviours

**General Responsibilities:**

Adhere to Corporate Policies and Procedures, including Code of Conduct, Audit Procedures and any control related responsibility for financial data entered, stored, or reported via business systems within employee's control (list not exhaustive).

**Scope:****Problem solving:**

- Identify technical obstacles and constraints to standardising IAM controls and suggesting improvements
- Driving continuous improvement of the effectiveness of control implementations and reporting

**Impact:**

- Improve service performance through knowledge of good practice approach to user access management
- Meeting compliance target timescales by working diligently to deliver an effective and efficient service

**Leadership:**

- Lead through effectively engaging and communicating with key stakeholders
- Lead by example, showing a clear commitment to the goals of Technology and to Carnival UK.

**Demonstrable Behaviours:****Self-Mastery**

- Is direct, truthful and widely trusted.
- Reflects on how their approach & behaviour impacts others.
- Learns from experience & takes action to continuously improve.
- Faces difficult issues and provides support and feedback to others to do the same.

**Improve & Innovate**

- Makes progress & remains calm when facing uncertain situations.
- Seeks to understand both internal and external customer needs to inform actions.
- Identifies & implements useful ideas that are new, better and enhance guest or people experience.
- Takes creative ideas then puts them into practice.

**Engage & Empower**

- Invites input & shares ownership and visibility.
- Seeks to understand different perspectives and cultures.
- Treats everyone as an individual, safeguards colleagues and teams Wellbeing.
- Coaches others & creates an environment where people do their best work.

**Accountability & Commerciality**

- Displays a can do attitude in good and bad times.
- Follows through on commitments.
- Takes personal responsibility for decisions, actions and failures.
- Seeks to understand the commercial impact when making decisions.

**Inspire & Achieve**

- Seeks to makes sense of complex situations.
- Keeps an eye on the future and identifies the impact on team.
- Communicates with energy and engages the team.
- Shows a clear connection between company goals and individuals aspirations' & targets

<b>Skills/competencies required:</b>				
<b>Qualifications – essential:</b> <ul style="list-style-type: none"> <li>IT Security qualification like CompTIA Security+ or CISM</li> </ul>		<b>Qualifications – desirable:</b> <ul style="list-style-type: none"> <li>CISSP</li> <li>ITIL Service Management</li> </ul>		
<b>Knowledge/ Experience – essential:</b> <ul style="list-style-type: none"> <li>IAG toolset experience</li> <li>PAM toolset experience</li> <li>Experience and good working knowledge of Sarbanes-Oxley</li> <li>Knowledge of Identity management principles and standard processes</li> <li>Good communication and analytical skills</li> </ul>		<b>Knowledge/ Experience – desirable:</b> <ul style="list-style-type: none"> <li>Knowledge of PCI-DSS and related Regulatory policies</li> </ul>		
<b>Issue Date:</b>		<b>Issued by:</b>	Sue Still, Manager, Identity & Access Management	
<b>REWARD ONLY</b>	<b>Grade:</b> CUK 08	<b>RUI:</b> 1024	<b>Date Approved:</b> 28/05/2021	<b>Initial:</b> AW

