

# ICT Security Analyst

The [European Money Markets Institute](https://www.emmi-benchmarks.eu) is seeking to recruit an experienced ICT Security Analyst. You will implement ICT security processes and systems and act as a bridge between the ICT team and the Information Security risk management function. The position is permanent, full-time and based in Brussels.

## About us

The European Money Markets Institute (EMMI) is an international, non-for-profit association based in Brussels. It develops and administers financial benchmarks, including Euribor. EMMI also contributes to market standards and industry dialogue through dedicated forums.

## Our mission

EMMI is dedicated to supporting the smooth functioning and integration of European money markets. It does so by administering trusted benchmarks, driving market efficiency, and supporting a more resilient European financial system.

## Our values

Transparency: We promote openness and clarity in all our activities.

Harmonisation: We support the alignment of standards and practices across markets.

Integrity: We act with independence, accountability and a strong sense of ethics.

Operational excellence: We strive for the highest quality in our outputs through robust, resilient and efficient processes.

More info: [www.emmi-benchmarks.eu](https://www.emmi-benchmarks.eu)

## Position specifications

<b>Your team</b>	<p>You will be part of the <b>Technology &amp; Business Solutions unit</b> and directly report to its Head of Unit.</p> <p>The mission of the Technology &amp; Business Solutions Unit is to provide secure, efficient and innovative technological solutions and support across the organisation to enable the achievement of EMMI's objectives in a collaborative and business-oriented manner.</p> <p>The Technology &amp; Business Solutions unit manages all technology aspects within the Institute. This includes</p> <ul style="list-style-type: none"><li>• The design and execution of the organisational ICT strategy</li><li>• The development of business applications</li><li>• The management of the corporate ICT infrastructure</li><li>• The support to end-users</li><li>• The management of technology and cyber risks.</li></ul>
<b>Your role</b>	<p>Your mission is to strengthen the organisation's overall security posture through both strategic alignment and operational execution. You will oversee ICT security operations, ensuring that risks are effectively monitored, managed, and mitigated. Acting as the main point of contact for ICT security, you will bridge the internal ICT team, external partners, and the Information Security function – turning security objectives into concrete actions, robust processes, and measurable results. Your role covers three key areas:</p> <ul style="list-style-type: none"><li>• <b>Security Operations and Incident Management</b><ul style="list-style-type: none"><li>○ Be the main point of contact for all external SOC Requests for Information (RFIs) and alerts,</li><li>○ Act as a subject-matter expert on security topics across ICT projects (e.g., SharePoint, Copilot, IAM, ...),</li></ul></li></ul>

	<ul style="list-style-type: none"> <li>○ Monitor and manage security alerts, incidents, and vulnerabilities, coordinating actions with internal teams and external partners,</li> <li>○ Manage security-related requests and ensure timely resolution,</li> <li>○ Oversee endpoint and identity security configurations (MFA, EDR, MDM, patching) and maintain a secure ICT environment,</li> <li>○ Lead or support initiatives such as vulnerability management, penetration testing, and awareness campaigns,</li> <li>● <b>Continuous Improvement and Projects</b> <ul style="list-style-type: none"> <li>○ Identify and remediate gaps in ICT security processes, leveraging existing systems or proposing new solutions when needed,</li> <li>○ Maintain and update ICT security policies and procedures, ensuring compliance with internal frameworks and supervisory expectations,</li> <li>○ Configure and manage key security tools (e.g., firewalls, EDR, vulnerability management platforms),</li> </ul> </li> <li>● <b>Collaboration, Governance, and Compliance</b> <ul style="list-style-type: none"> <li>○ Work closely with the Information Security function and ensure alignment with the organisation's second line of defence,</li> <li>○ Maintain clear documentation, metrics, and reporting on security activities and risks,</li> <li>○ Contribute to compliance and resilience efforts and lead related training and testing exercises,</li> <li>○ Translate security recommendations into a prioritised and actionable roadmap.</li> </ul> </li> </ul>
<p><b>Your qualifications and experience</b></p>	<p>You have the following qualifications and experience:</p> <ul style="list-style-type: none"> <li>● University Degree in Information Technology, Computer Science, or a related field, or equivalent professional experience</li> <li>● Proven expertise in Security Operations, with a strong understanding of SOC processes and SIEM tools</li> <li>● Broad technical knowledge across IT domains such as cloud, network, endpoint protection, and identity security management (EDR, MDM, MFA, etc.)</li> <li>● Knowledge in threat intelligence platforms, vulnerability management and security monitoring solutions</li> <li>● Hands-on experience in incident response, forensic analysis</li> <li>● Experience in the application of an IT industry or regulatory standard is an asset (e.g. NIS2, ISO27x, DORA)</li> <li>● Excellent command of English and another EU language (oral and written)</li> </ul>
<p><b>Your skills</b></p>	<p>You demonstrate the following skills:</p> <ul style="list-style-type: none"> <li>● Proactive mindset with a strong sense of ownership and accountability</li> <li>● Excellent problem-solving skills and attention to detail</li> <li>● Ability to manage and lead projects and workstreams simultaneously</li> <li>● Ability to develop well-structured policies, procedures and technical documentation</li> <li>● Effective communication skills, with the ability to report and document activities in a clear and concise manner</li> <li>● Ability to work both independently and collaboratively within a team</li> <li>● Strong analytical skills to assess complex security issues and propose pragmatic solutions</li> </ul>
<p><b>Your behavioural attributes</b></p>	<p>You commit to implement the following behavioural attributes</p> <ul style="list-style-type: none"> <li>● <b>Teamwork:</b> we work in an environment of trust, encouraging open exchange of information and value the debate of ideas. We support each other in order to achieve our common goals.</li> <li>● <b>Accountability:</b> we stand accountable for our actions and decisions, and we are responsible for their outcomes and consequences. We hold ourselves and each</li> </ul>



other accountable for our contributions and conduct. We act in a pro-active manner.

- **Results orientation:** we focus on achieving effective results through timely delivery and well-executed actions. We take pride in the quality of our work and strive to meet high standards in everything we do.
- **Learning and developing:** we actively seek to grow our knowledge and skills and capabilities, embracing opportunities to learn, adapt and evolve.
- **Open to change:** we are open to change by challenging the status-quo, and embracing new ways of working that help us grow, acting for the long-term good of our organisation.

# ICT Security Analyst- Apply Now!

Are you ready to take the next step in your career? Join our dynamic team at EMMI as an ICT Security Analyst! If you're seeking an impactful role in a collaborative and engaging environment, we look forward to receiving your application.

## How to Apply:

Send your application to [recruitment@emmi-benchmarks.eu](mailto:recruitment@emmi-benchmarks.eu) . Please include:

- Your CV
- A motivational letter (including salary expectations)
- Two references

Please note that only shortlisted candidates will be contacted. Incomplete applications cannot be considered.

## Application Deadline:

Submit your complete application by **Sunday, 8 March 2026** to be considered for this role.

## Interview Process:

- Shortlisted candidates will be notified by Wednesday, **11 March 2026**.
- The first-round interviews will be held via Teams from **13 to 20 March 2026**.
- Candidates progressing to the next stage will complete a personality test and prepare a presentation on a topic provided by us.
- The second-round interviews will take place **in person** at the EMMI Office in Brussels city centre between **31 March and 9 April 2026**.

Take the next step in your career with EMMI!