

Position Description

Designation:	Head – Application Security & Vulnerability Management
Business Unit:	Managed Security Services
Department:	Application Security & Vulnerability Management
Location:	Ahmedabad, India
Reporting:	CEO/CTO

Company Overview

Tribastion Technologies Private Limited is an emerging cybersecurity company headquartered in Ahmedabad, India. We specialize in delivering comprehensive cyber security consulting and managed security services to individuals and organizations.

Our services include proactive threat detection, swift incident response, continuous monitoring, and expertly designed security solutions to protect your digital environment from cyber threats. We cater to the broader cyber landscape, encompassing IT, OT, and Cloud environments.

Our long-term vision is to establish Tribastion as an Indian multinational, recognized globally as the preferred partner for quality cybersecurity solutions.

Position Summary

The Head of Application Security (AppSec) & Vulnerability Management will be responsible for conducting security assessments and penetration testing of IT, cloud, and OT infrastructure, performing application security assessments for hosted applications, and providing DevSecOps support for new applications throughout their lifecycle. This role involves identifying potential vulnerabilities, suggesting mitigation strategies, and assisting customers and partners in implementing these strategies. Additionally, the role includes project management, service delivery, quality assurance, customer management, and maintaining relationships with vendors and technology partners.

Key General Responsibilities:

- Lead and drive the AppSec and Vulnerability Management functions, ensuring effective service delivery through project acquisition, execution, and operational support.
- Demonstrate strong leadership skills by managing departmental and functional teams, including hiring, developing, and growing team competency.
- Provide expert technical guidance to delivery teams, partners, and customers, ensuring the successful implementation of security solutions.
- Be results-oriented with the ability to think strategically and align efforts with customer needs, working backward from those needs to achieve goals.
- Oversee project management, service management, and quality assurance processes to ensure successful delivery and client satisfaction.

Tribastion Technologies Pvt Ltd

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- Exhibit strong communication skills, with a proven ability to work cross-functionally, deliver results, and demonstrate ownership in various projects.
 - Manage all aspects of people development, including hiring, talent development, performance management, succession planning, and team engagement.
 - Possess excellent interpersonal skills, with the ability to influence and engage stakeholders at all levels within the organization and with external customers, partners, and vendors.
 - Support sales strategies to meet revenue targets by providing pre-sales support and delivering appropriate security solutions.
 - Identify and cultivate new opportunities with existing customers, ensuring high levels of customer satisfaction and retention.
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Key Technical Responsibilities:

- As a technical leader, drive the future strategy for threat intelligence, security architecture reviews, vulnerability management, security configuration, DevSecOps, and application security.
- Conduct both manual and automated internal and external vulnerability assessments across IT, cloud, and OT environments.
- Perform security control and vulnerability assessments specifically within OT environments.
- Execute Static Application Security Testing (SAST), Dynamic Application Security Testing (DAST), and Interactive Application Security Testing (IAST) to identify vulnerabilities in software applications.
- Conduct Vulnerability Assessment and Penetration Testing (VAPT) for web applications, Android applications, and APIs. Perform Gray Box and/or penetration testing on web, API, and mobile devices (Android).
- Complete project tasks with high quality and within deadlines. Analyze findings, draw comprehensive conclusions, and provide detailed recommendations and mitigation plans.
- Clearly communicate technical impacts and business risks to non-technical audiences after project completion.
- Provide expert advice on selecting and implementing appropriate security assessment and testing software and tools.
- Implement and manage DevSecOps practices using the Software Assurance Maturity Model (SAMM) to evaluate and enhance the security of software development processes.

- Adhere to security standards and frameworks, implementing best practices and methodologies.
 - Work closely with product development teams to ensure adherence to secure coding practices.
 - Educate customers, technical teams, and application developers about emerging threats, vulnerabilities, and application security, promoting a Security Champion program to raise awareness.
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Qualifications

- **Education:**
 - Bachelor's degree in Cybersecurity, Information Technology, Computer Science, or a related field. A master's degree or relevant certifications (e.g., CISSP, CEH, OSCP) are preferred.
- **Experience:**
 - Over 10 years of experience in leading and managing threat and vulnerability functions, projects, and customer engagements.
 - 6-8 years of direct, hands-on experience in cybersecurity, including familiarity with security standards and best practices, vulnerability assessments, web application testing, network and mobile application assessments, and penetration testing.
 - 1-2 years of experience in enterprise security management, including security product/solution integration and security operations, with a solid understanding of network and system security concepts, standards, and best practices.
 - Proven track record in building, leading, and managing security teams, with experience in cybersecurity practices, application security (AppSec), threat intelligence, vulnerability management, penetration testing, and infrastructure security assessment.
 - Demonstrated excellence in project management, service management, and customer relations.
 - Exceptional written, presentation, and verbal communication skills, essential for effective team coordination, partner support, and service discussions.
 - Strong analytical abilities with a creative approach to solving complex technical problems.

- Capable of working effectively with clients, management, staff, vendors, and consultants, and interacting and collaborating with senior management, including IT, Network, Security, and C-level executives.
- Ability to remain calm and patient in high-pressure situations within a dynamic environment.
- **Skills and Competencies**
 - Strong background in network and infrastructure vulnerability assessment and penetration testing.
 - Comprehensive understanding of security vulnerabilities, including OWASP Top 10, enterprise security architecture, relevant standards, best practices, and frameworks.
 - Extensive experience in securing web applications, APIs, Android mobile apps, and cloud environments (AWS/Azure).
 - Proficient in software penetration testing, architectural risk assessment, threat modeling, static code analysis, and secure code review for web applications, APIs, and Android mobile applications.
 - Strong expertise in assessing web applications for security vulnerabilities using tools such as Burp Suite, OWASP ZAP, or similar.
 - Skilled in evaluating the security of Android mobile applications, including reverse engineering and code analysis.
 - In-depth knowledge of cloud security best practices, with hands-on experience in AWS and Azure cloud platforms, including configuring security controls and monitoring for cloud-based threats.
 - Expertise in evaluating API security, focusing on authentication, authorization, and data protection.
 - Experience in web and mobile app security assessment according to OWASP standards.
 - Proficient in analyzing vulnerabilities in various applications using both manual and automated tools.
 - Familiarity with security practices in DevOps and CI/CD pipelines.
 - Experience with Windows and Linux operating systems, with a good understanding of operating system internals and mobile OS (Android), especially in the context of app development.

- Familiarity with common compliance requirements such as GDPR, PCI-DSS, and ISO 27001.
- Experience with OWASP Mobile Security Testing Guide and associated checklists.
- Ability to configure and utilize automated scanners for tasks such as login sequence, policy customization, and scan throttling, while effectively analyzing and managing false positives.
- Skilled in identifying vulnerabilities not detected by automated scanners through manual testing, including authentication, session management, CSRF, and business logic testing.
- Understanding of application workflows to identify entry points and potential vulnerabilities.
- Hands-on experience with popular security tools, including NMAP, Nessus, Burp Suite, Netsparker, Metasploit, and OWASP ZAP.
- Familiarity with Agile processes and development tools such as Jira, Confluence, Bitbucket, Git, Maven, and Jenkins.

Why Tribastion?

- **Strategic Leadership:** Play a pivotal role in shaping Tribastion’s growth strategy in one of the most competitive markets in the world.
- **Career Advancement:** Opportunities for professional growth within a dynamic and rapidly expanding organization.
- **Innovative Environment:** Contribute to a company that prioritizes excellence, innovation, and leadership in the cybersecurity industry.

How to Apply

Interested candidates are invited to submit their resume, cover letter, and any relevant certifications to careers@tribastion.com. Please include “Head – Application Security & Vulnerability Management” in the subject line.

Tribastion is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

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