Security Compliance Specialist f/m/d

XUND is a leading digital health scale-up that enables healthcare companies to digitize patient interactions and translate data into actionable insights.

It's our vision to improve the quality and accessibility of healthcare by bringing together medicine, technology, and a human-centered mindset. But we cannot do it alone: we need leaders, doers, and innovative minds to turn our vision into reality.

That is why we are looking for an ambitious, highly committed, and entrepreneurial team player who shares our **values of putting patients first, building an inspiring and open environment, and challenging the status quo.**

The Role

Join us as a Security Compliance Specialist to drive the next iteration of our lean compliance system, measuring compliance metrics, enabling informed risk mitigations, and supporting security awareness. Bringing in a pragmatic approach, you will help us translate and harmonize requirements from various standards and regulations into actionable and value-generating processes and controls. We set ourselves a high quality and security standard, and by providing clarity, you will become the go-to person for identifying high-impact security activities that support and don't slow down innovation.

Your Responsibilities

- Integrate requirements from ISO27001, C5, NIS2, etc. into harmonized technical and organizational security measures.
- Define and track quantitative security key performance and key risk indicators.
- Conduct third-party risk assessments and security reviews of third-party agreements.
- Promote a culture of compliance and risk awareness throughout the organization.
- Lead external audit efforts, and be the primary point of contact between the audit firm and XUND.
- Evaluate and recommend new tools and technologies to enhance GRC processes.

Your Profile

- You have several years of experience in information security risk management, including business impact analysis, risk assessment and treatment, risk metrics and trend analysis.
- Hands-on experience with risk management, compliance frameworks, and security process definition.
- Strong knowledge of security standards, regulations, and guidelines such as ISO 27001, SOC2, C5, etc.

- Strong analytical and collaboration skills to translate requirements into XUND's ways of working.

- Experience working with software development, IT infrastructure, and agile teams.

Nice to have

- ISO27001 lead auditor or similar certification, strong knowledge of ISO-based quality management systems.

- In-depth knowledge of Jira and Jira automations.

- Experience in a scale-up or fast-paced environment.

- Education or work experience in contracting law related to data protection.

- Proficiency in German with the ability to communicate confidently in professional contexts.

Your Benefits

- Embark on a journey with one of Europe's fastest-growing digital health scale-ups and make a real impact in a purpose-driven environment!

- Take on exciting challenges while working in a dynamic space where creativity and fresh ideas are always encouraged.

- Benefit from a dedicated training budget and professional development time, because we believe in growing together and supporting your skill-building journey.

- Enjoy the flexibility to work from wherever suits you best – whether that's your cozy home office, a café down the street, or one of our offices in Vienna, Budapest, or London.

- Join regular team events at each office and several company-wide celebrations throughout the year to connect with colleagues, share experiences, and create lasting memories.

- Be part of a vibrant, open culture with flat hierarchies and direct communication, where your voice matters and everyone's ideas are heard.

- Plus, office dogs! They're here to keep the vibes chill and remind us all to take a paws and relax.

The reference gross salary for Hungary is 1.200.000 HUF / month. Willingness to overpay is given and depends on the respective qualification and experience. On top of that, we also let all our employees participate in our Virtual Stock Option Plans (VSOPs), ensuring that they can directly benefit from our collective success.

At XUND, we know that innovation happens when different perspectives come together. Whether you're a coding whiz, a health enthusiast, a spreadsheet guru, or a creative problem-solver, we value what you bring to the team. If you're excited about this role but feel like you don't "check all the boxes," don't worry – we still want to hear from you! We're committed to fostering an inclusive workplace where everyone's contributions are valued and respected, and we encourage candidates of all backgrounds, identities, and experiences to apply. If you're eager to make an impact, we'd love to hear from you!