

## Franchise Group IT Security Leader – Director, Cyber Security

Franchise Group (NASDAQ:FRG) has a unique opportunity for a Director of Cyber Security to lead the formation of a robust security platform across all of its operating businesses. This highly visible role will give the executive an opportunity to utilize their domain expertise to collaborate with all of our current and future operating companies to ensure best practices and protocols in cyber security.

Franchise Group is the owner and operator of franchised and franchisable businesses that continually looks to grow its portfolio of brands while utilizing its operating and capital allocation philosophies to generate strong cash flows. As a multi-brand operator, Franchise Group continually looks to diversify and grow its portfolio of brands either through acquisition or organic brand development. Franchise Group's operating companies currently include The Vitamin Shoppe, Pet Supplies Plus, Wag N' Wash, Badcock Home Furniture &more, American Freight, Buddy's Home Furnishings and Sylvan Learning.

FRG is seeking a Cyber Security leader that can build and implement a robust IT security and compliance program to be executed by each of its operating companies. This role will have oversight responsibilities for cyber security strategy, guidance, risk assessment, auditing and remediation activities for all FRG operating companies. In addition, this role will assist in the evaluation of security and IT positioning of acquisition candidates. This role will report to FRG's Chief Administrative Officer and will be responsible for updating the Audit Committee of FRG's Board of Directors on a quarterly basis as well as meeting with Internal Audit regularly.

### Skills & Ability

- Ability to build consensus and collaborate with disparate cross-cultural teams
- Self-motivated, strong work ethic and superior organizational skills
- Knowledge and demonstrated experience of NIST cyber security and control framework
- Proven experience developing and implementing comprehensive enterprise cyber security strategies and programs
- Developed, implemented and enforced security policies, procedures and work plans based on industry best practices
- Expertise in IT security, current protocols with a desire for continuous learning
- Hands on leader that can motivate peers and colleagues
- Strong project and program management skills with the ability to meet deadlines
- Ability to lead cross-functional teams and work well across all levels of the organization

### Job Requirements

- Bachelor's degree in Computer Science, Information Technology or related fields
- 10+ years experience combined experience in cyber security, IT security, IT audit and information technology
- Experience managing information security risks and designing IT controls
- Experienced in cybersecurity strategy development, execution and project management
- Knowledge of industry standard frameworks such as NIST, ISO and PCI
- Experience with retail/multi-unit environments strongly preferred
- Demonstrated IT/security domain expertise with knowledge of PCI and SOX standards
- Track record of successful leadership

- Two or more Information Security certifications CISM, CRISC, CISA or CISSP preferred
- Minimal travel, remote work environment with an opportunity to work in office if near an FRG facility

Interested candidates should email [danielle.lemm@vitaminshoppe.com](mailto:danielle.lemm@vitaminshoppe.com).

The title and base compensation range for this position is \$185,000 - \$225,000 commensurate with experience. FRG additionally offers a performance-based bonus and has a strong benefits package including medical, dental, vision, prescription drug coverage, 401k plan, life insurance, PTO, among other benefit plan options.

Franchise Group, Inc. is an equal opportunity employer. We respect diversity and accordingly are an equal opportunity employer that does not discriminate on the basis of race, color, creed, religion, national origin, ancestry, citizenship status, age, sex, gender, gender identity or expression (including transgender status), sexual orientation, marital status, veteran status, physical or mental disability, genetic information, or any other characteristic protected by applicable federal, state or local laws. Our management is dedicated to ensuring the fulfillment of this policy with respect to hiring, placement, promotion, transfer, demotion, layoff, separation, recruitment, pay and other forms of compensation, access to facilities and programs, training and general treatment during employment.