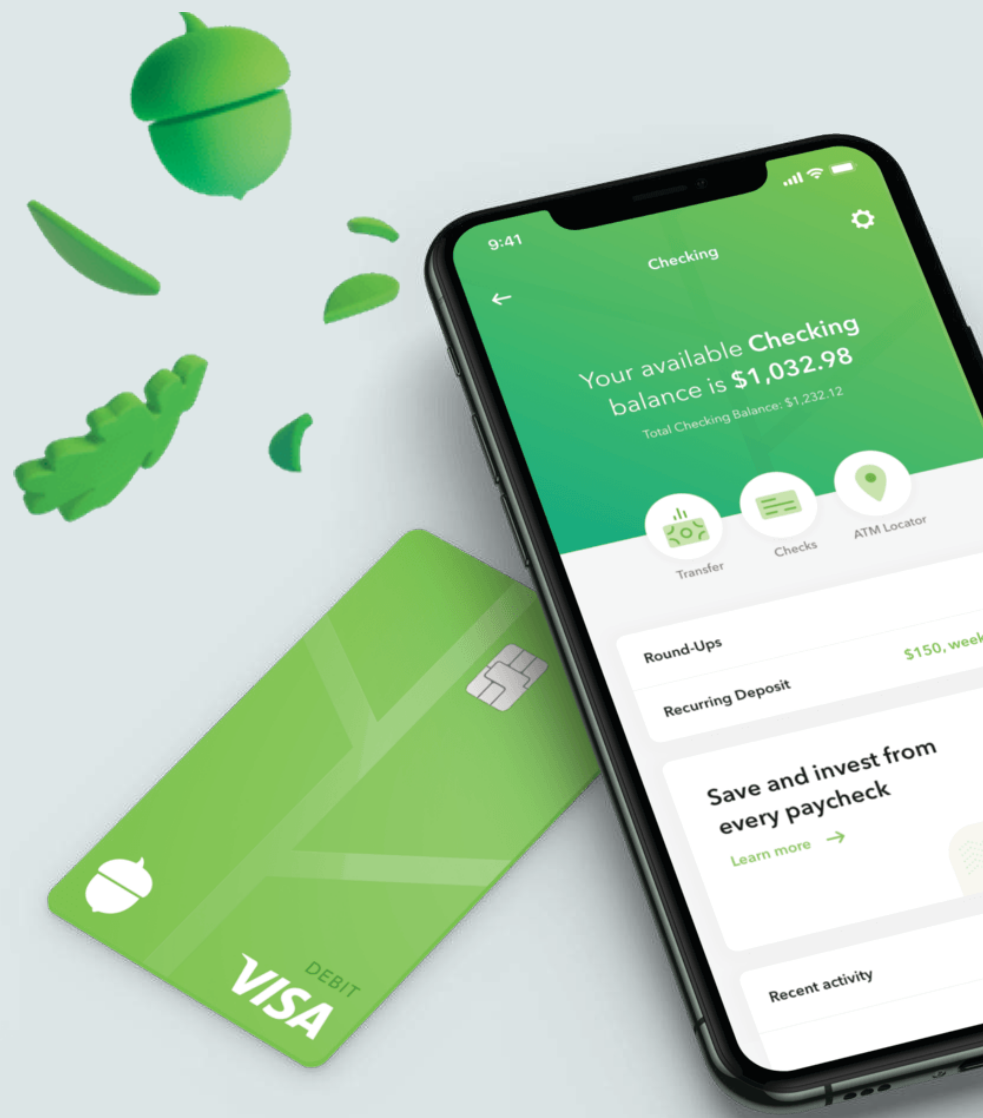


CANDIDATE BRIEFING PACK

# Join a Security team that is strong as oak.



# Meet the Hiring Manager



**Imad Banna**  
*Chief Information Security Officer*

Thanks for taking the time to take a deeper look at Acorns as a potential next step in your career. It's an exciting time to join Acorns and we are eager to be part of your story and welcome you into our rapidly growing security team.

We are looking for a Senior Cyber Security Engineer who will become part of the foundations of what we are building here. The opportunity for growth is high, as is the potential to make a meaningful impact. You will be responsible for driving the security engineering roadmap and protecting the assets of billions of subscribers, from all walks of life, connected in the belief that anyone can grow their wealth.

You'll have great exposure to senior members of our technical team ensuring that security is built into the DNA of our ideas culture. You'll act as a trusted advisor to technical staff, advocating security concepts as we continue to innovate in a cloud only environment. You'll also be encouraged to come up with ideas and really drive the solution.

Are you motivated by being part of a mission driven, open door company - that's doing social good? Do you want to be part of a security team that's aligned to the business and tackles interesting challenges? Then this might just be the opportunity for you.

Play your role in safeguarding the growth of our acorns into mighty oaks. Read on and find out more.

*Imad Banna*



With benevolence and courage, we look after the financial best interests of the up-and-coming; beginning with the empowering step of micro-investing.



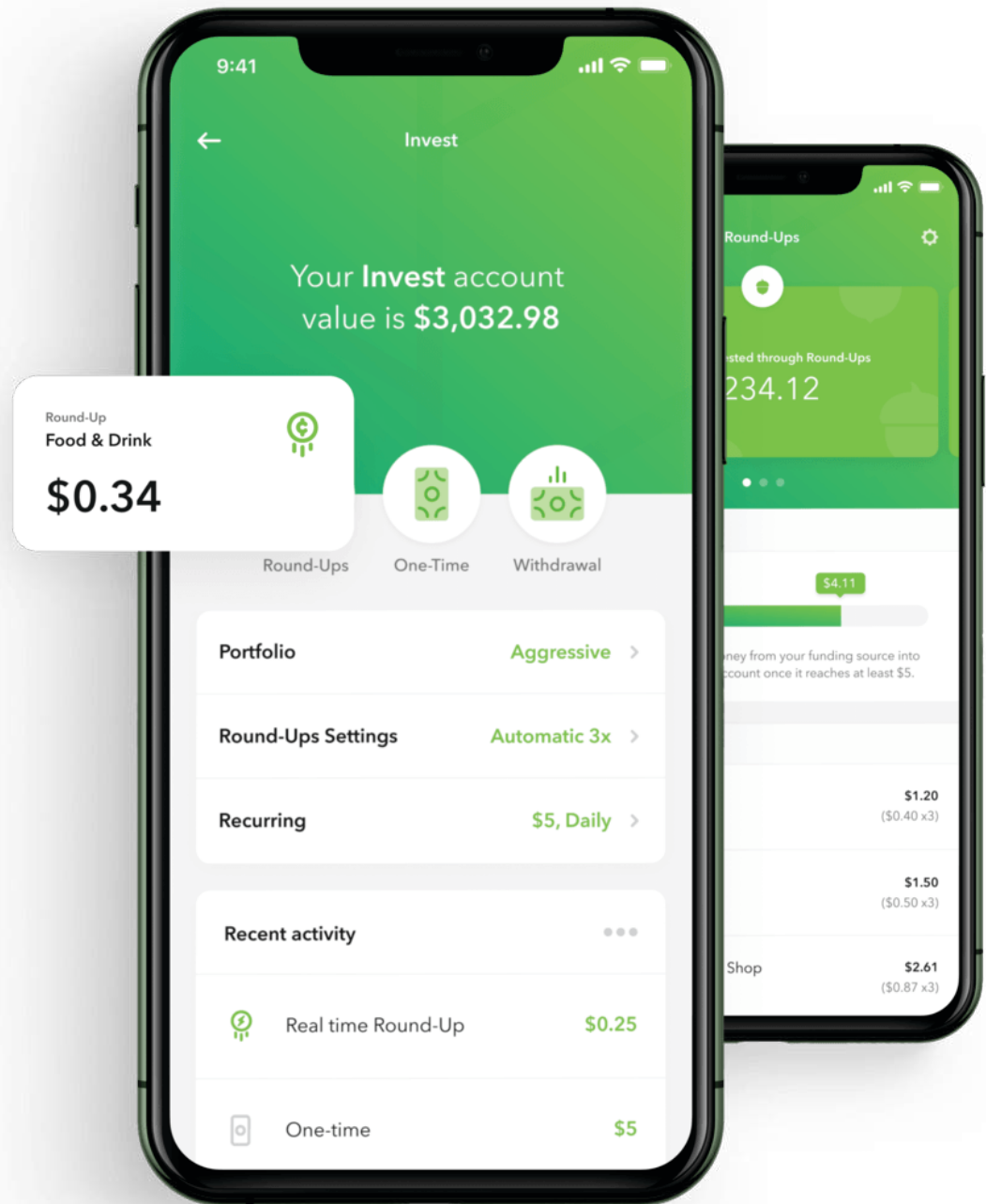
# Our story

Acorns is the leading micro-investing app in the U.S. which allows users to round up their daily purchases and automatically 'Invest the Change' into a low-cost, diversified portfolio of exchange-traded funds offered by some of the world's top asset managers (including Vanguard and BlackRock).

Founded in Newport Beach, California, by father and son team Walter and Jeff Cruttenden, Acorns provides a simple entry-point using the Acorns app on iPhone or Android.

Customers accumulate fractional shares in one of five portfolios constructed by world-renowned Nobel Laureate economist Dr. Harry Markowitz. Acorns' smart portfolio algorithms automatically work in the background of life, helping users build wealth naturally, pennies at a time.

From Acorns mighty oaks do grow.





# Our core values

## LEAD WITH HEART



With compassion, integrity and tenacity, inspire yourself and others to move past all previous thresholds of possibility.

## MAKE BOLD DECISIONS



We are creating a new world. Be optimistic, adventurous, and courageous. Leap fearlessly into the future.

## ALWAYS BUILD TRUST



Say what you mean, mean what you say, and do what you say you're going to do. We are all owners. We are one team.

## NEVER STOP GROWING



Change is the constant. Stay hungry and curious. Be relentless in the pursuit of progress.

## FIND A WAY



Never settle, no excuses, nothing is impossible. Just make it happen!

We are innovators. We are bold decision makers.  
We are champions of positivity, curiosity, and the  
relentless pursuit of growth.

We are a diverse group of talented individuals  
who come together to work hard, forge a new  
path, and find a way to get it done.



# Invest in a career that invests in you



## Healthcare

We provide a comprehensive healthcare package that includes Medical, Dental, Vision, Life, and more.



## 401k

We invest in your future by offering a discretionary match.



## Equity

Become a stakeholder in the work you do at Acorns through option grants.



## Competitive Compensation

We consistently conduct market research to get the most up-to-date compensation data.



## Flexible Paid Time Off

Take the time you need to relax and recharge - and come back refreshed!



## Learning & Development

Take advantage of unlimited Udemy classes sponsored by Acorns so you can develop or pick up new skills.



## Wellness

Take advantage of our wellness programs, including a monthly wellness hour and virtual yoga classes.



## Flexible Work Hours

We're big believers in working hard, but we also know everyone's schedules can look different. Work with your manager to find a schedule that works for you.



## Quarterly Team Outing

We believe in building and nurturing relationships.



# Meet the leadership team

We believe that security is part of the value proposition.



**Noah Kerner**  
Chief Executive Officer



**David Hijirida**  
President



**Rich Sullivan Jr.**  
Chief Financial Officer



**Jasmine Lee**  
Chief Operating Officer



**Manning Field**  
Chief Business Officer



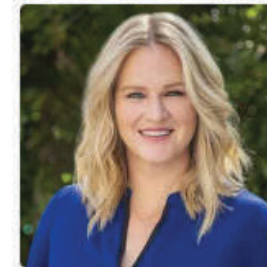
**Hugh Tamassia**  
Chief Technology Officer



**Patricia Gonzales**  
VP of Human Resources



**James Moorhead**  
Chief Marketing Officer



**Ashley Good**  
Chief Legal Officer





# We're backed by world-class investors, board members and advisors

Including:



**Ashton Kutcher**  
Investor



**Jennifer Lopez**  
Investor



**Dany Garcia**  
Investor



**Kevin Durant**  
Investor



**Dwayne Johnson**  
Investor



**PayPal**  
Investor



**BlackRock**  
Investor



**NBCUniversal**  
Investor



**Bain Capital**  
Investor



## 5 top tips to be successful at Acorns



1. Be passionate and be ready to work hard and learn a lot.
2. Be open to all possibilities & opportunities.
3. Understand our brand and ground yourself in our values.
4. Be bold, make an impact and bring meaningful change to our customers.
5. Have a voice, have a purpose and bring your true self to work everyday.



## Insider insight

"Acorns is a people-first organization. Everyone, without exception, is open to new ideas and focused on doing the right thing for the customer. Security & Privacy are a priority for Acorns and management has been receptive to new ideas and expanding the program to evolving threats and financial industry requirements."

- INFOSEC TEAM MEMBER



# The interview process

## Step 1

Read this pack, realise it is your dream job and send in your application.

## Step 2

A recruiter will be in touch within 2 weeks to let you know the status of your application. If qualified, we will set up a call to get to know each other better.

## Step 3

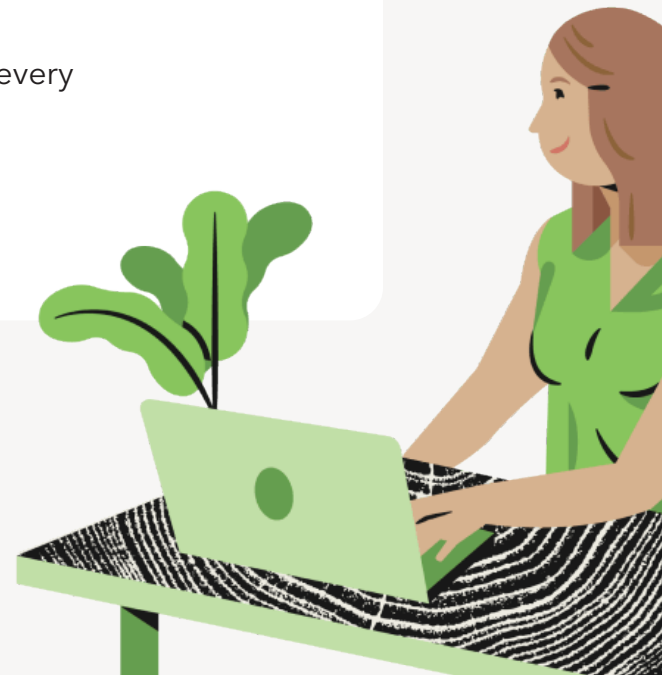
It's time for interviews. You'll have a skills based interview with our CISO, a panel interview to ensure culture fit and you'll also meet our CTO.

## Step 4

Chat with our CEO, Noah Kerner. He likes to meet with every candidate before they join the team.

## Step 5

A very exciting job offer lands in your inbox!



# The opportunity

## Senior Cyber Security Engineer

LOCATION: REMOTE OR BASED IN OUR IRVINE, CA OR NEW YORK, NY OFFICES

At Acorns, we're building a financial wellness system that enables everyday Americans to save and invest every day. We are transforming the category and recruiting a team that is relentless at fulfilling our mission. The Acorns team comes together every day to deliver a revolutionary product to its customers, the up-and-coming. If you thrive in an environment where you can push yourself beyond all previous thresholds of possibility, come join us at Acorns.

We are looking for an Senior Cybersecurity Engineer to evangelize security across teams responsible for in-house-developed Web & Mobile applications, databases, cloud infrastructures, and endpoints.

We're looking for someone who loves learning new technologies and how to secure them, thinks creatively to solve complex problems and enjoys working collaboratively. Someone who is inherently driven and fascinated by the art and science of cyber defense.

### ROLE & RESPONSIBILITIES

- Helping developers create secure and hardened applications to ensure the best in class security for Acorns customers.
- Implementing controls to secure our Customer Authentication and our API in the Cloud.
- Helping technology teams secure our cloud (AWS, GCP) infrastructure, and cloud-hosted databases.
- Evaluating and implementing security solutions such as firewalls, threat correlation tools, vulnerability management tools, encryption capabilities, endpoint solutions, etc.
- Participating as a key member of the Information Security Incident Response Team.

Acorns' development environment includes JavaScript on the browser side, HTML and CSS, Node.js, Cloud infrastructure, React, RESTful API, and even CLI tooling (in many languages). Our technology is hosted at AWS and GCP. Your typical week would involve collaborating with developers by evangelizing security, training developers to build more secure applications and working with technologists to ensure our applications are deployed securely into the cloud.

### REQUIREMENTS

- BS or MS in Computer Science or related field.
- 7+ years of cybersecurity experience.
- CISSP certification.
- Strong experience in AWS & GCP cloud architectures and microservices.
- Experience working on large scale cloud-based services (including SaaS, PaaS, IaaS).
- Strong experience of security challenges in deploying Cloud Applications.
- Deep understanding of HTTPS and SSL/TLS protocols, and Web applications.
- Strong background in Android and iOS SDKs.
- Experience in authentication protocols and frameworks to include OAuth, and AWS IAM.
- Deep understanding of continuous integration / continuous deployment processes and tools. Strong experience of security challenges in deploying Cloud Applications.
- Ability to interpret dynamic/static analysis tools, and penetration test results and describe issues and fixes to non-security experts.
- Exceptional drive and precision in delivery. Experience in authentication protocols and frameworks to include OAuth, and AWS IAM.
- A belief that your work is tied to your life's mission.
- 7+ years of cybersecurity experience.





Presented by

