



UK Research
and Innovation

Director of Security and Resilience

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Candidate prospectus
January 2026

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Candidate prospectus
January 2026



About UKRI

UK Research and Innovation (UKRI) is an independent, non-departmental public body that invests £8 billion per annum in research and innovation. We bring together nine executive council partners (the seven research councils plus Innovate UK and Research England) with a shared vision to ensure the UK maintains its world-leading position in research and innovation.

UKRI also provides coordinated strategic advice to the Secretary of State for Science, Innovation and Technology on the balance of funding between research disciplines.

We employ 9,000 staff who support some of the world's most exciting and challenging research projects. We develop and operate some of the most remarkable scientific facilities in the world and work collaboratively with industry, academia and government in exciting partnerships.

We are pushing the frontiers of human knowledge through blue skies research and delivering benefits for UK society and the economy through world-class research and business-led innovation.

About the role

You will report to the Chief of Operational Delivery and provide senior, organisation-wide leadership on security and resilience for UKRI. You will shape how the organisation protects its people, research, infrastructure, and reputation.

Working at the centre of an organisation that supports research and innovation across the UK and internationally, you will set the strategic direction for embedding security and resilience across all councils and major programmes.

You will bring clear, authoritative insight in a complex and evolving risk environment, enabling informed decision-making across UKRI.

You will anticipate emerging challenges and strengthen organisational preparedness, helping UKRI prevent, withstand and respond effectively to incidents. Through this, you will safeguard the continuity and credibility of the UK's research and innovation mission.

Key accountabilities

The Director, Security and Resilience is accountable for:

Key responsibilities

- defining and owning UKRI's security and resilience strategy, policies and standards
- acting as principal advisor to the CEO, Board and senior leadership, delivering timely, threat-informed guidance
- building strong relationships across government, the UK intelligence community and the research sector to position UKRI as a trusted partner and thought leader
- directing delivery of UKRI's security and resilience programme, including the Security and Resilience Operating Centre (SROC)
- overseeing budgets (circa £1.4 million annually plus £4 million change programme) and advising on wider organisational security spend
- leading and developing the UKRI Security and Resilience profession, managing a central team of 13 staff and a wider community of practice
- ensuring effective incident management, continuous professional development and alignment with cross-government security guidance

Strategic leadership and governance

- leading UKRI's security and resilience strategy, aligning with national priorities and influencing government policy
- acting as principal advisor to the CEO, Board, and senior leadership on threat-informed, risk-balanced guidance
- chairing the Security and Resilience Committee and assuring governance across UKRI, including sub-domain groups and council-level processes
- developing and embedding a pan-UKRI maturity framework, annual reporting and peer reviews
- delivering a vibrant, professional and impactful UKRI security and resilience profession by setting standards and delivering inspirational leadership across the entirety of UKRI's security and resilience profession



Operational delivery

- overseeing major programmes including the £4 million Security and Resilience Operating Centre (SROC) and UKRI-wide security initiatives
- ensuring 'secure by design' principles in all programmes and projects
- directing personnel security, vetting, supply chain assurance and sensitive information systems, for example Realistic Open Security Architecture (ROSA)
- maintaining organisational security policies and delivering a coherent training pathway for security professionals

Risk and assurance

- proactively managing UKRI's principal strategic level security and resilience risk
- defining UKRI's risk appetite and ensuring effective management of security and resilience risks across all domains
- providing second-line assurance through audits, maturity assessments and governance reporting

Culture and engagement

- driving a positive security and resilience culture through KPIs, forums and leadership of the Security and Resilience community of practice
- positioning UKRI as a trusted partner and thought leader across government and the research community

Incident management

- implementing and maintaining a pan-UKRI incident management system
- leading incident response, lessons learned processes and reporting to governance bodies and government security groups

About you



You will have significant and demonstrable experience of:

- developing and delivering an impactful strategy that meets UK government requirements and is practical and achievable within the organisation
- operational delivery across all security domains
- leading in a complex and federated organisation
- managing complex risks and issues in the context of security and resilience
- directing and responding to complex security and resilience incidents
- directing security and resilience within a large public sector organisation (ideally previous experience of being a senior security adviser (SSA) or equivalent)
- engaging and influencing senior colleagues across a federated organisation and wider UK government
- engaging with national technical authorities (NTA), Government Security Secretariat (GSecS) and UK intelligence community (UKIC) to achieve positive support and effective communication

Qualifications:

- Hold a Master's Degree or equivalent experience in a security and resilience related discipline
- Hold relevant professional recognition such as being a Chartered Security Professional (CSyP) or equivalent experience



Terms of appointment

- Band:** UKRI band X (SCS1)
- Salary:** £94,931 - £117,800 (dependant on skills and experience)
- Hours:** full-time or part-time (Minimum of 0.8 FTE)
- Contract:** open ended; secondees and transfers welcome.
- Location:** Swindon, Wiltshire. Hybrid working available with regular office attendance and travel across UKRI offices.
- Security: due to the nature of this role, candidates must be eligible for clearance in line with UK national vetting guidelines and willing to undertake the process. The level of clearance required is developed vetting (DV).

Timescales and selection

- The selection process will include a panel interview and a presentation. Candidates will also be required to complete psychometric testing, and there may be additional fireside discussions. Interviews will be held in person in London. Please note that dates and details are subject to change.
- | Process | Date |
|------------------|-----------------------------------|
| Closing date | Sunday 8th February 2026 at 23:55 |
| Panel interviews | w/c Monday 9th March 2026 |



How to apply

Please submit your application via the Careers Portal by 23:55 on Sunday 8th February 2026

You will need to supply:

- A curriculum vitae.
- A supporting statement.

You should aim for your CV and supporting statement to be no longer than two to three pages each.

Your supporting statement should provide specific information about why you believe you would be suitable for appointment to this role.

Think about your knowledge, skills, experience, personal attributes and vision for the organisation, and take full advantage of the space available.

Use practical examples where possible, and make sure you clearly show how your statement aligns with each of the criteria listed in the essential criteria section, referring to them as you go.

Please note, failure to provide a supporting statement/cover letter or failure to address the above points may result in your application not being considered further.

You will only be assessed on the content of your CV and supporting statement, and not the 'experience' section of the application on the Careers Portal.

If you experience any issues applying online, please contact seniorrecruitment@ukri.org



Equality, diversity and inclusion



UKRI believes that everyone has a right to be treated with dignity and respect, and to be provided with equal opportunities to flourish and succeed within an ethical and trusted working environment that is attractive and accessible to everyone who is interested in developing their career with us.

We are committed to increasing the diversity of our board and executive positions and bringing in talent, regardless of its origins. We encourage applications from all candidates regardless of ethnicity, religion or belief, gender, sexual orientation, age, disability or gender identity.

We also value diversity of thought and experience and are committed to creating systems that value difference so that everyone can feel welcomed, included and nurtured throughout their time with us.

As a Disability Confident leader, UKRI will offer interviews to disabled candidates who meet the published minimum requirements for a job or role. Whether you choose to apply under the Disability Confident scheme or not, you can still ask us to make particular adjustments for you when attending an interview.

We know actions speak louder than words. For further information, please visit the UKRI web page: [‘How we support EDI in the workforce’](#)

Pre-employment screening



To enable us to hire the very best people and to safeguard our people, our assets and our important role, we will conduct a comprehensive pre-employment check on successful applicants as part of the recruitment process.

UKRI supports research in areas that include animal health, agriculture and food security, and bioscience for health, which includes research on animals, genetic modification and stem cell research. Whilst you may not have direct involvement in this type of research, you should consider how this aligns with your personal values or beliefs. Our pre-employment requirements include a security check and an extreme organisation’s affiliation check.

The role holder will be required to have the appropriate level of security screening/ vetting required for the role, in this instance Developed Vetting (DV). UKRI reserves the right to run or re-run security clearance as required during the course of employment.

Standards

In 1995, the Committee on Standards in Public Life defined seven principles, which should underpin the actions of all who serve the public in any way.

Consistent with the Commissioner's Code of Practice, applicants will be assessed on merit, and all candidates will need to uphold the standards of the UKRI Code of Conduct and conduct set out in the Seven Principles of Public Life, which are:

Selflessness

Holders of public office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family or other friends.

Integrity

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.

Objectivity

When carrying out public business, including making public appointments, awarding contracts or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership

Holders of public office should promote and support these principles by leadership and example.



Complaints procedure



If you feel you have reason to complain, you should direct your concerns in the first instance to the Senior Appointments team (SeniorRecruitment@ukri.org) who will make every effort to deal with this and respond to you within 48 hours.

If your complaint is not dealt with satisfactorily, you can find information about the steps you can take under [UKRI Complaints Procedure](#).



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