THE CHURCH OF ENGLAND
NATIONAL CHURCH INSTITUTIONS

About the National Church Institutions (NCIs)

The National Church Institutions comprises a wide variety of teams, professions and functions that support the mission and ministries of the Church of England in its vision to be a church, centred on Jesus Christ, for the whole nation - a church that is simpler, humbler, bolder.

We Include. You Belong.

Our Belonging and Inclusion Strategy aims for everyone in the National Church Institutions (NCIs) to feel that they belong, and are valued for who they are and what they contribute. Together, our people contribute in different ways towards our common purpose, whichever NCI they work in and whatever their background.

Living out our values in all that we do, we:
- Strive for **Excellence**
- Show **Compassion**
- **Respect** others
- **Collaborate**
- Act with **Integrity**

We believe our commitment to belonging and inclusion fuels our progress and drives us forward. The NCIs are a safe, inclusive workplace for people of all backgrounds and walks of life. We welcome applications from people of all faiths and of no faith. We want to encourage applications from a diverse group of people who share our values. Even if you have never thought about working for us before, if you have the skills and experience we're looking for then we would like to hear from you.

About the department

Technology Services provide Technology and Cyber Security across the National Church Institutions (NCIs) and beyond. From Front line Support and Cloud Infrastructure, all the way to major Business Digital Transformation. Supporting upwards of 1,000 daily users, predominantly using the Microsoft 'stack', we have a deeply customer focussed, values-led, and cyber security-first approach that enables diverse business units a stable and high performing platform to deliver on their goals and objectives.

What you'll be doing

We are seeking an exceptional Head of Cyber Security to lead and oversee our Cyber Security strategy and operational security, ensuring the safety and resilience of our technology, data and digital services and infrastructure, and to report regularly and in detail to Chief Officer and

Trustee Board levels. This critical role combines strategic vision and leadership, operational expertise, stakeholder engagement to the most senior level, and a commitment to supporting the Church's mission in a rapidly evolving digital landscape.

MAIN DUTIES AND RESPONSIBILITIES
- Be the trusted focal point for Cyber Security governance and risk across the NCIs in their entirety, establishing key stakeholder relationships at Trustee and Chief Officer levels.
- Develop, implement, and maintain a robust Cyber Security strategy aligned with the NCIs objectives, values and accreditation requirements.
- Lead the design and delivery of a comprehensive Cyber Security programme. This will include Risk Management, Incident Response, Vulnerability Management, Security Engineering, and Identity and Access Management.
- Oversee compliance with relevant standards, such as ISO27001, CE, GDPR, and other legal and regulatory requirements.
- Lead and contribute to regular Board-level reporting on Cyber Security and related matters, both written and verbal, ensuring stakeholder engagement and delivery.
- Collaborate with senior NCI leadership to ensure Cyber Security is integrated into business decisions, projects, and processes.
- Establish and maintain strong relationships with external partners, including suppliers, auditors, and regulatory bodies.
- Manage and respond to cyber incidents, ensuring timely investigation, resolution, and communication with stakeholders.
- Provide expert guidance and architectural design decisions to internal teams, fostering a culture of cyber awareness and accountability.
- Monitor emerging threats and technologies, proactively adapting strategies to address new risks as our Threat Landscape changes.
- Lead a team of Cyber Security professionals, ensuring their continuous development and alignment with organisational goals.
- Proactively identify and mitigate threats and malicious activities through the analysis of network, endpoint, and log data using advanced threat detection tools and techniques.
- Participate in Business Programme Boards as directed, to ensure effective IT representation across the NCI-wide Project register.
- Control the IT 'Cyber' budget to ensure strongest value for money in all aspects of investment to deliver against the needs of the NCIs.
- Contribute and lead Disaster Recovery and Business Continuity planning and execution in conjunction with the Head of IT Operations, attending gold, silver and bronze team sessions as appropriate, and responding regardless of time of day to Business Continuity events.
- Contribute and lead Major Incident Response as appropriate, ensuring a well governed response to any cyber issue.

About You

This role is ideal for an outcome focussed Cyber Security leader, obsessed with delivering best in class protection for enterprise-scale data, technology and digital services. Passionate about Cyber security, you will be a highly experienced and skilled leader in this field. Practiced at reporting regularly at Board and Chief Officer levels and communicating to all levels within the NCIs and beyond.

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You will have a strong background in senior Cyber Security roles at medium to large scale organisations, a deep understanding of relevant regulations and industry standards and the ability to craft, lead and deliver continuous Cyber Security empowerment and enhancements to our NCI culture, technology, data and digital protections.

The Church of England is for everyone, and we want to reflect the diversity of the community the Church serves across the whole country. Therefore, while of course we welcome all applications from interested and suitably experienced people, we would particularly welcome applicants from UK Minoritised Ethnicities (UKME)/Global Majority Heritage (GMH) and other under-represented groups.

Essential
- Proven experience in a CISO or other senior Cyber Security leadership role, with responsibility for strategic development and operational management.
- Strong knowledge of Cyber Security frameworks, such as ISO27001, NIST, and CE Controls.
- Adept at working within highly regulated environments.
- Thorough understanding of data protection regulations, including GDPR.
- Demonstrable experience in risk management, threat detection, and incident response.
- Exceptional people leadership and team management skills, with the ability to inspire and develop talent, within your own team.
- Exceptional organisational leadership skills, with proven ability of growing a Cyber security awareness culture and understanding throughout an organisation.
- Excellent stakeholder engagement skills, including the ability to communicate complex technical concepts to technical and non-technical audiences.
- Proven experience at governance and risk reporting to Board Level
- Proactive and adaptive approach to problem-solving and decision-making.
- Proficient leading Major Incident processes, root causes analysis and remediation.
- Recent and proven experience working with Managed Service Providers in both fully outsourced and co-sourced service delivery.
- Demonstrable experience in creation of business cases to obtain support for major IT change projects
- An energetic style with a can-do attitude, partnered with a practical approach
- Excellent written and verbal communication, presentation and interpersonal skills.

Desirable
- Relevant certifications (e.g., CISSP, CISM, ISO27001 Lead Implementer).
- Active participation in Cyber Security communities and channels.
- Knowledge of Charity/Not for Profit sectors.
- Digital Transformation experience
- Experienced in IT Programme and Project Management.
- Recognised certification in ITIL, ITSM, or SIAM
- High level of technical proficiency in the Microsoft 365 and Microsoft Azure stack
- Experienced in Data migration, Data integration, API, and integration patterns.

Vacancy Summary

JOB TITLE: **Head of Cyber Security**

NCI ENTITY: Church of England Central Services

DEPARTMENT: Technology Services

GRADE: Band 1   Market Rate Salary

SALARY: £95,000 per annum

WORKING HOURS: 35

PRIMARY OFFICE LOCATION: Church House, Westminster, London

HYBRID WORK ARRANGEMENTS: Approximately 2 times per week expected in primary office location

SUITABLE FOR FULL HOMEWORKING: ☐

HOMEWORKING REQUIRED: ☒

CONTRACT TYPE: Permanent

IS A DBS CHECK REQUIRED?
IF YES, WHICH LEVEL   ☐
     Select level of DBS Check required

IS A FAITH-BASED GOR APPLICABLE FOR THIS ROLE?   ☐

ORACLE POSITION CODE:

COST CODE: 50155

PARENT POSITION: Director of Technology

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