



Department
for Work &
Pensions

Deputy Director of Enterprise Security & Risk Management

Job Reference:

GWPG

Closing date:

31/08/2026 at 23:55

Salary:

This post is SCS1 level.

The salary range is
£86,000 – £104,000

Welcome from Mike Fell

Thank you for your interest in becoming our Deputy Director of Enterprise Security and Risk Management. As Chief Security Officer, I am looking for someone to lead and support our people to deliver proportionate security in one of the largest and most complex security functions in government. DWP exists to improve people's quality of life, both now and in the future, and our security mission is central to protecting the services, data, people and partnerships that make that possible.

This is a unique opportunity for an experienced governance, risk and assurance leader to shape how DWP understands, manages and acts on security risk. I am looking for someone who can bring clarity, pace and innovation to enterprise security risk management; who is confident working with complex evidence, assurance and threat information; and who can translate that insight into decisions that influence senior leaders across the whole organisation. The function is already mature and well-respected; you will have the opportunity to build and shape the credibility of the function across the Department, Government and the wider industry.

You will be a natural relationship builder, comfortable operating in a large, complex delivery organisation in either the public or private sector. You will need to inspire confidence with Ministers, the Permanent Secretary, the Departmental Audit, Risk and Assurance Committee, senior colleagues and your own teams through the quality of your judgement, the strength of your evidence, and your ability to help the organisation act on the risks that matter most. This is a role for someone who cares deeply about impact: not simply reporting risk and assurance, but changing behaviour, improving resilience and enabling better outcomes for millions of citizens.

I am looking for an inclusive, credible and ambitious senior leader to support me in leading the teams that provide proportionate, well-informed security and risk advice to the Department and its senior leaders. Values and making Security & Data Protection Directorate within DWP a brilliant place to work will be important to you. You'll thrive on delivering outcomes and making wider contributions to Government Security and the Civil Service. If that sounds like you, I very much look forward to hearing from you.



Mike Fell,
Chief Security Officer

Click the video below to hear from Mike Fell about the role.

[Welcome Video – Mike Fell.](#)



About DWP

Our mission is to improve people's quality of life both now and in the future.

The Department for Work and Pensions (DWP) is responsible for welfare, pensions and child maintenance policy. DWP touches the lives of every citizen in the country at some point in their life.

As the UK Government's largest public service provider, we support more than 20 million people into work, help disabled people live more independent lives, improve housing and address homelessness, provide the financial foundation for a secure old age through the State Pension, and ensure children of separated parents have more opportunity to fulfil their potential through a better child maintenance system.

We are passionate about making a sustainable and positive impact on people's lives every day by providing a modern, fair and affordable welfare system. We seek to be an exemplar of the Modern Civil Service so that we can better deliver for citizens and meet the challenges of tomorrow.

At DWP, people are at the heart of what we do. We are guided by our departmental values: we care, we deliver, we work together, we adapt, and we value everyone. We promote "I can be me in DWP" to create an atmosphere that is inclusive, allowing everyone to feel valued for being themselves, and allowing them to work to their fullest potential. We aspire to be a truly inclusive employer and welcome applications to help us reflect and understand how to best serve our customers.

There has never been a more exciting time to work at DWP.

Watch the video below to see what it's like working in DWP, or use this link - https://youtu.be/enNv0kHk_-4



What are our Values?



We care



We deliver



We adapt



We work
together



We value
everybody

DWP's Employee Benefits

We have a broad benefits package built around your work-life balance which includes:

Working patterns to support **work/life balance** such as job sharing, and compressed hours



Generous annual leave – at least 25 days on entry, increasing up to 30 days over time (pro-rata for part time employees), plus 9 days public and privilege leave



Support for **financial wellbeing**, including interest-free season ticket loans for travel, a cycle to work scheme and an employee discount scheme



Health and wellbeing support including our Employee Assistance Programme for specialist advice and counselling and the opportunity to join HASSRA a first-class programme of competitions, activities and benefits for its members (subscription payable monthly)

Family friendly policies including enhanced maternity and shared parental leave pay after 1 year's continuous service



Funded **learning and development** to support progress in your role and career. This includes industry recognised qualifications and accreditations, coaching, mentoring and talent development programmes



An **inclusive and diverse environment** with opportunities to join professional and interpersonal networks including Women's Network, National Race Network, National Disability Network (THRIVE) and many more



To find out more about working in DWP take a look at our pages on the **Civil Service Careers website** here



Deputy Director of Enterprise Security & Risk Management

Overview of the Role

- DWP is looking for an exceptional senior security Governance, Risk & Compliance leader who can combine strategic security insight with strong delivery, judgement and people leadership.
- Reporting directly to the Chief Security Officer, this role leads a critical enterprise security function. We are looking for someone who can lead diverse teams with confidence, build trusted relationships across DWP and the Government, and bring the energy, credibility and ambition needed to help protect one of the UK's largest public services.

Grade: SCS Pay Band 1

Salary: £86,000 – £104,000

Existing Civil Servants will be appointed in line with the Civil Service pay rules in place on the date of their appointment, this will usually be the salary minimum or within 10% of their existing salary for those applying on promotion. Individuals appointed on level transfer will retain their existing base salary.

Pension: Alongside your salary, the Department for Work and Pensions contributes 28.97% towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

Location: London

As a member of the Senior Civil Service, you are expected to spend a minimum of 60% of your working time in person in the office or face to face with colleagues on official business. Regular travel to other sites will be required. Please be aware that this role can only be worked in the UK and not overseas.

Security clearance: Successful candidates must hold, or be willing to obtain, security clearance to DV level. Find out more information [about the vetting process here.](#)

Contract type: This role is being offered on a permanent basis. The role is subject to assignment duration of 3 years.

Working pattern: 37 hours per week, excluding lunch breaks.

This is a full-time role, flexible working arrangements and established job-share partnerships are welcomed and will be considered. You should discuss your needs with the hiring manager if you are invited to interview.

Role Responsibilities

- **Enterprise Risk Management** - Lead the organisation's security risk function, ensuring enterprise-level security risks are identified, assessed, prioritised and effectively managed in alignment with the organisation's risk appetite or agreed risk tolerance.
- **Security Oversight** – Develop and deliver the department's enterprise security governance model and associated boards, ensuring alignment with corporate strategy, governance, regulatory requirements and risk appetite.
- **Governance, Risk & Compliance** - Lead Governance Risk & Compliance (GRC) activities, ensuring it is aligned, proportionate, transparent, compliant and business-centric. Provide programme and service-specific risk advice aligned to policy and risk appetite. Work closely with Security Policy & Awareness teams to deliver joined up security.
- **Third-Party Security Assurance** - Responsible for the organisation's multi-tiered supplier assurance programme, ensuring all third-party security risks are assessed, monitored and actively managed throughout the contract lifecycle in a proportionate, risk-based manner.
- **IT Security Assurance** - Deliver a holistic, balanced programme of independent assurance over IT security architecture and associated controls providing confidence in technology-driven risk including mandatory external and internal assurance and compliance activity.
- **Physical Security Assurance** - Responsible for evaluating, testing and verifying the organisation's physical security measures across circa 850 locations ensuring site- and enterprise-level resilience measures are robust, risk-aligned and compliant with external requirements.
- **Regulatory & Audit Engagement** - Acts as the primary interface with internal audit, external auditors, and wider government bodies, ensuring clear evidence of security risk management and control effectiveness.
- **Leadership of a Dispersed Workforce** - Lead a team of 90 security, risk and assurance professionals across multiple UK locations, building a unified culture, clear accountability and high performing team.
- **Strategic Advisor** - Advises the Chief Security Officer, Executive Team and other boards on systemic risks and strategic investment priorities to manage those risks.
- **Management** – Accountable for the efficient running of the team, including a multi-million-pound budget, accurate forecasting, and HR, finance and commercial compliance.

Person Specification

The successful candidate must be able to demonstrate their knowledge, experience and skills against the following essential criteria:

- **Proven senior security leadership experience**, with a track record of leading and inspiring large, geographically dispersed teams through an engaging, authentic and adaptable leadership style. The successful candidate will demonstrate exceptional interpersonal and influencing skills, with the credibility to build trusted relationships at all levels of the organisation. They will possess high levels of emotional intelligence, sound judgement, executive presence, diplomacy and adaptability.
- **Security Governance, Risk & Compliance (GRC) expertise** – recognised expertise in security GRC, with experience establishing and leading enterprise-wide, cross-domain security governance, risk management and compliance frameworks within complex organisations. This will include deep knowledge of relevant regulations, frameworks and standards, together with experience of managing risk across both legacy and modern technology environments. This expertise should be evidenced through relevant professional qualifications and memberships (e.g. CISM, CISA, CISSP, CRISC, GRC(A), Chartered Security/Cyber Profession status).
- **Excellent communication and stakeholder management skills**, with the ability to influence senior leaders and communicate complex security and risk issues clearly to both technical and non-technical audiences.
- **Experience leading security assurance across complex supply chains and outsourced service models**, ensuring effective governance, risk management and resilience across third-party environments.

Success Profiles

The Civil Service recruits using [Success Profiles](#). This means for each role we advertise; we consider what you will need to demonstrate in order to be successful.

This gives us the best possible chance of finding the right person for the job, drives up performance and improves diversity and inclusivity.

Throughout the selection process we will be considering the following Behaviours:

- Leadership
- Seeing the Bigger Picture
- Changing and Improving
- Delivering at Pace

Selection Process – Part 1

1. Application Process

To apply for this post, you will need to complete the online application process outlined below no later than **Monday the 31st of August at 23:55**:

- A CV setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years;
- A personal statement (maximum 1250 words), explaining how you consider your personal skills, qualities, and experience provide evidence of your suitability for the role, with particular reference to the essential criteria in the person specification.

Failure to submit both documents will mean the panel has only limited information on which to assess your application against the criteria in the person specification.

As part of the online application process, you will be asked a number of diversity-related questions. If you do not wish to provide a declaration on any of the particular characteristics, you will have the option to select 'prefer not to say'. All monitoring data will be treated in the strictest confidence and will not be provided to the selection panel. The information you provide when submitting your application will help us monitor our progress towards the Civil Service becoming the most inclusive employer.

2. Longlist

Depending on the volume of applications received, a longlisting process may be undertaken. As part of this process, candidates will be interviewed by Corrie Cowlard or Jonathan Morgan, Consultants at Saxton Bampfylde, the executive search firm appointed to manage this recruitment on behalf of DWP. These discussions are intended to explore candidates' experience and motivation in greater depth and do not form a pass/fail assessment. Instead, they provide

additional evidence to support the panel's overall evaluation when determining which candidates best meet the requirements of the role and should be invited to the next stage of the process.

3. Shortlist

A panel, including the hiring manager, will assess applications against the person specification and shortlist those demonstrating the strongest evidence of suitability for the role. Failure to address any or all of these may affect your application.

The timeline later in this pack indicates the date by which a decision is expected to be made, and all shortlisted candidates will be advised of the outcome as soon as possible thereafter.

Selection Process – Part 2

4. Assessment

If you are shortlisted, you will be asked to take part in a Staff Engagement Exercise in advance of the interview. This assessment will not result in a pass or fail decision. Rather, it is designed to support the panel's decision making and highlight areas for the panel to explore further at interview.

Shortlisted candidates may have the opportunity to speak to Mike Fell, prior to the final interview. This is an informal discussion to allow candidates to learn more about the role and is not part of the assessment process.

5. Interview

Shortlisted candidates will be invited to attend a panel interview to discuss your previous experience and professional competence in relation to the criteria set out in the person specification. You will be asked to prepare a 5-minute presentation. Full details will be provided prior to the interview.

Your interview will take place face to face on Tuesday 13 October 2026 at Caxton House, London. Further details will be confirmed nearer the time. The interview panel will be chaired by Mike Fell, who will be supported by additional panel members. The final panel interview will be a blended interview, covering Behaviours, Technical skills and Experience. A blended interview aims to be more of a conversation exploring the candidate's capability for the role.

6. Offer and Feedback

Regardless of the outcome, we will notify all candidates as soon as possible. We will offer the opportunity to discuss feedback for all candidates who reached interview.

A reserve list will be held for up to 12 months, which we may use to fill future similar vacancies for candidates who are considered appointable following interview.

Expected Timeline

Closing Date	31/08/2026 at 23:55
Longlist Meeting	09/09/2026
Shortlist Meeting	23/09/2026
Assessments	30/09/2026
Interviews	13/10/2026
Results Notified	w/c 12/10/2026

We will try and offer as much flexibility as we can, but it may not be possible to offer alternative dates for assessments or interviews. You are therefore asked to note the above timetable, exercising flexibility through the recruitment and selection process, to meet the dates given. Please note that these dates are only indicative at this stage and may be subject to change.

Selection Process – Part 3



Reasonable Adjustments

At DWP we value diversity and inclusion and actively encourage and welcome applications from everyone, especially those that are underrepresented in our workforce. We consider visible and non-visible disabilities, neurodiversity or learning differences, chronic medical conditions, or mental ill health. Examples include dyslexia, epilepsy, autism, chronic fatigue, or schizophrenia.

If you need a change to be made so that you can make your application, please contact senior.recruitment@dwp.gov.uk as soon as possible, before the closing date to discuss your needs. Complete the “Reasonable Adjustments” section in the “Additional requirements” page of your application form to tell us what changes or help you might need further on in the recruitment process.

Disability Confident Scheme

The Civil Service embraces diversity and promotes equal opportunities. DWP is recognised as a Disability Confident Leader, demonstrating the departmental commitment to attracting, recruiting and retaining disabled people and supporting them in achieving their full potential. We run the Disability Confident Scheme (DCS) for candidates with disabilities who meet the minimum selection criteria for the advertised role. To be considered for an interview, you must have:

- a physical or mental impairment which has a substantial and long term (over 12 months) adverse effect on your ability to carry out normal day to day activities; or a long-term health condition; **and**
- demonstrated that you meet all the minimum qualifying criteria set out in the advertisement for the post at the application and testing stages.

[A full definition and examples of conditions can be found on this webpage.](#) You will be asked at the initial application stage if you wish to apply via the scheme

The Panel

Mike Fell – Chief Security Officer



Mike is the Chief Security Officer and vacancy holder. He has led and delivered security functions in a range of public sector organisations in the UK and overseas. Most recently he led Cyber Operations for the NHS, delivering national cyber services and leading incident response. He cares deeply about delivering security that improves public trust, with previous roles in the Foreign & Commonwealth Office, HMRC, and the Olympics. He's a Fellow of CII Sec and enjoys supporting international capacity building.

Shazad Hussain – HR Director, Strategic People Partnering Service



Shazad is the Director of HR Business Partnering with a 35-year career leading HR operations and employee experience in highly unionised service-based environments which include pensions services, prison, defence, retail and education sectors.

He is passionate about delivering services that improve the lives of the most vulnerable people in our society. Shazad lives in Leeds and is married with four children, and when he can, enjoys playing golf and watching movies.

Nicola Storer – Deputy Director, Security Policy and Central Services



Nicola is the Deputy Director of Security Policy and Central Services. She has a 27-year career within the civil service, ranging from front line delivery to project management, security policy, information security and more recently delivering security education and awareness across government. She cares passionately about delivering our people agenda, ensuring roles are both challenging and rewarding. Married with two children, she enjoys spending time on Lake Coniston swimming and sailing.

FAQs

How do I apply as part of a Job Share Partnership?

Candidates applying as part of a job share partnership must submit separate applications, including individual personal statements. Applications should reflect each candidate's own skills, experience, and suitability for the role. Joint applications or shared personal statements will not be accepted. For more information, please follow this link [Civil Service Employee Policy: guide to job sharing - GOV.UK](#)

Can I claim back any expenses incurred during the recruitment process?

No. Unfortunately, we will not be able to reimburse you, except in exceptional circumstances and only when agreed in advance.

What should I do if I think that I have a conflict of interest?

Candidates must note the requirement to declare any interests that might cause questions to be raised about their approach to the business of the department. If you believe that you may have a conflict of

interest, please contact senior.recruitment@dpw.gov.uk before submitting your application.

Does this role have an assignment duration?

This role has a minimum assignment duration of three years.

An assignment duration is the period of time a Senior Civil Servant is expected to remain in the same post to enable them to deliver on the agreed key business outcomes. As part of accepting this role you will be agreeing to the expected assignment duration set out above. Please note this is an expectation only, it is not something which is written into your terms and conditions or indeed which the employing organisation or you are bound by. It will depend on your personal circumstances at a particular time and business needs.

Dual or Multi Based Workers?

Where you have more than one permanent workplace or regularly travel to an alternate workplace and carry out a substantial range of your duties there, without a clear end date to the working arrangement or for a

period expected to exceed 24 months, you may be considered to be dual based or multi-based. HMRC consider all these workplaces to be your permanent workplace for tax purposes. Where you have two permanent workplaces this is classed as Dual Based and where you have three or more permanent workplaces this is classed as Multi Based. Where you are Dual or Multi Based, the process for booking travel and claiming travel and subsistence related expenses is different.

What is the role of the Civil Service Commission in relation to recruitment into the Civil Service?

The Civil Service has two primary functions:

- To provide assurance that selection for appointment to the Civil Service is on merit, based on fair and open competition, as outlined in the Civil Service Commission's Recruitment Principles. For the most senior posts in the Civil Service, the Commission discharges its responsibilities directly by overseeing the recruitment process and by a Commissioner chairing the selection panel.

- To hear and determine appeals made by civil servants under the Civil Service Code which sets out the Civil Service values. Honesty, Integrity, Impartiality and Objectivity – and forms part of the relationship between civil servants and their employer.

What do I do if I want to make a complaint?

The law requires that selection for appointment to the Civil Service is on merit on the basis of fair and open competition as outlined in the [Civil Service Commission's Recruitment Principles](#).

If you feel your application has not been treated in accordance with the Recruitment Principles and you wish to make a complaint, you should in the first instance contact: senior.recruitment@dpw.gov.uk

If you are not satisfied with the response you receive you can contact the [Civil Service Commission](#).



Department
for Work &
Pensions

Thank you for your interest in this role

This is an exceptional opportunity to become DWP's next Deputy Director of Enterprise Security & Risk Management. If you are passionate about making a sustainable and positive impact to people's lives, we'd love to hear from you.

We encourage applications from all candidates who feel they would be a good fit for the role.

If you would like to discuss the role in more detail, or you require assistance with the recruitment or application process, please contact senior.recruitment@dwp.gov.uk or belinda.beck@saxbam.com

