

MANCHESTER
1824

The University of Manchester

Chief Information Security Officer

May 2025



Thank you for your interest in this role at The University of Manchester.

The University has a rich heritage of discovery, social change and a pioneering spirit, which has been at the heart of what we do since 1824.

When you join our university, you become part of a truly diverse and global community of staff, students and alumni all focused on ensuring that we are recognised for the excellence of our people, research, learning and innovation, and for the benefits we bring to society.

The University is a world-leading institution with a total yearly income in excess of £1bn, with a very wide range of IT, serving over 75,000 stakeholders worldwide. The University produces world-class IP, manages sensitive personal information (including medical information - the largest medical faculty in the UK) and its IT systems and services.

This renders the University an attractive target for criminal and state hackers. The Chief Information Security Officer therefore needs to be capable of designing and implementing a coherent vision for the protection of the university's digital footprint.

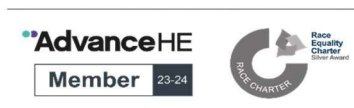
As a member of the IT Executive Team, we are looking for a professional who is values-led; who blends authentic, emotionally intelligent leadership with technical expertise; and has a proven ability to deliver strategic transformation of Information Security and Identity & Access Management services, all gained in a large and complex organisational context.

In such a multi-layered, multi-faceted and multi-stakeholder setting, your professional judgement, insight and ability to influence strategic direction will be key to your success.

Best wishes,



PJ Hemmaway, Director of IT



A Heritage of Discovery, A Future of Purpose

For two centuries, the University of Manchester has been a beacon of bold enquiry and social impact.

Tracing our origins back to 1824 the University has helped drive industrial, cultural, and scientific progress for the past 200 years. In that time, we have nurtured 25 Nobel laureates - from Ernest Rutherford's atomic investigations to Andre Geim and Kostya Novoselov's graphene revolution.

Today, we stand as one of the UK's largest single-site universities, with a vibrant community of 46,000 students and over 15,000 staff representing over 170 nationalities.



Our commitment to knowledge, wisdom, and humanity underpins everything we do: from world-leading climate research to pioneering AI education, and from widening participation to global partnerships that change lives.

As we celebrate and look back at our bicentenary, we are also looking forward. Manchester 2035 is our bold, decade-long vision for shaping the University's future and deepening our impact on society and the environment.

Guided by the principles of knowledge, wisdom, humanity, academic freedom, courage, and pioneering spirit, this collaborative strategy brings together students, staff, alumni and partners to define who we will become by 2035.

From advancing interdisciplinary research to reimagining learning experiences and strengthening civic engagement, Manchester 2035 will chart a clear path for sustainable growth, global influence, and social responsibility.

The final strategy, to be published later in 2025, will set out tangible goals and collective commitments that honour our storied heritage while embracing the challenges and opportunities of the next decade.

You will join us at this pivotal moment, not merely to protect data, but to enable the discovery, innovation, and social responsibility that define our purpose.

Securing a Technology Landscape of Extreme Scale and Complexity

Our IT environment spans seven decades of legacy systems - from the remote sensing arrays of Jodrell Bank, where astronomers still probe the mysteries of the cosmos, to the high-performance computing clusters and emerging quantum research labs that drive our most advanced simulations, the University of Manchester operates at both ends of an extraordinary technological spectrum.



Our distinct user communities use a wide range of tech stacks, tooling, and platforms, from bespoke lab systems and research databases to a new, unified CRM and modern collaboration suites rolling out across teaching, learning, and administration.

As the home of the UK's largest medical research facility, we safeguard vast repositories of sensitive patient data, balancing the highest standards of privacy and compliance with the need for seamless data access in life-saving research.

This mosaic of legacy and leading-edge technologies, diverse platforms, and critical data assets creates a uniquely complex environment - one that demands visionary security leadership and unwavering vigilance at every layer.

In June 2023, a security breach exposed gaps in our defences, prompting a comprehensive incident response in partnership with Jisc and the NCSC.

Having gained valuable learnings from incident, we have since accelerated investment in advanced threat detection, zero-trust architectures, and security operations.

As an organisation we recognise the very real and serious threat posed to high-profile institutions such as The University of Manchester, and as the threat landscape continues to evolve, we face an ever more perilous and challenging situation.

Nation-state actors, organised crime groups, and insider risks threaten the work we do at the university daily, and as such we are seeking a leader who can orchestrate a proactive, end-to-end security posture across diverse technologies, from VPN-protected offices to cloud-native research clusters.

Strategic Imperative for Our Next Chapter

As we enter our third century with Manchester 2035, we are reshaping our research, teaching, and civic engagement priorities.

Our new President and Vice-Chancellor have set an ambitious roadmap: expanding interdisciplinary discovery, enhancing student employability, and amplifying our global influence.

The CISO role has been created to ensure that as we transform digitally, we do so on a foundation of trust and resilience.

A role with The University of Manchester is a vocation, as much as a career.

You will partner with senior leaders to embed security by design, influence capital investments in next-generation platforms, and cultivate a culture where every member of our community feels empowered to protect our shared mission.

In return, you will find deep purpose in supporting breakthroughs that tackle climate change, health inequalities, and societal challenges, knowing that your leadership amplifies our impact on millions of lives worldwide.



About the Role: Leadership, Strategy & Collaboration

Reporting to the CIO, you will:

- **Define the Vision:** Craft and oversee delivery of a comprehensive information security strategy aligned with our values of knowledge, wisdom, humanity, academic freedom, courage, and pioneering spirit.
- **Drive Transformation:** Lead programmes to embed zero-trust principles, mature our security operations and architecture, and integrate seamlessly with our evolving IT services.
- **Build & Empower Teams:** Establish an inclusive security function, guiding department heads, cultivating expertise in Research and AI security, and fostering a values-based culture of continuous improvement.
- **Govern & Advise:** Chair governance forums, advise the Audit & Risk Committee, and partner with ITS Governance, Risk & Compliance to maintain rigorous oversight.
- **Champion Awareness:** Work with our Information Governance Office to develop engaging training and awareness programmes, turning every member of our 75,000-strong community into a proactive defender of our digital estate.
- **Represent & Influence:** Act as Manchester's ambassador in national and international security consortia, shaping the wider higher-education security landscape.

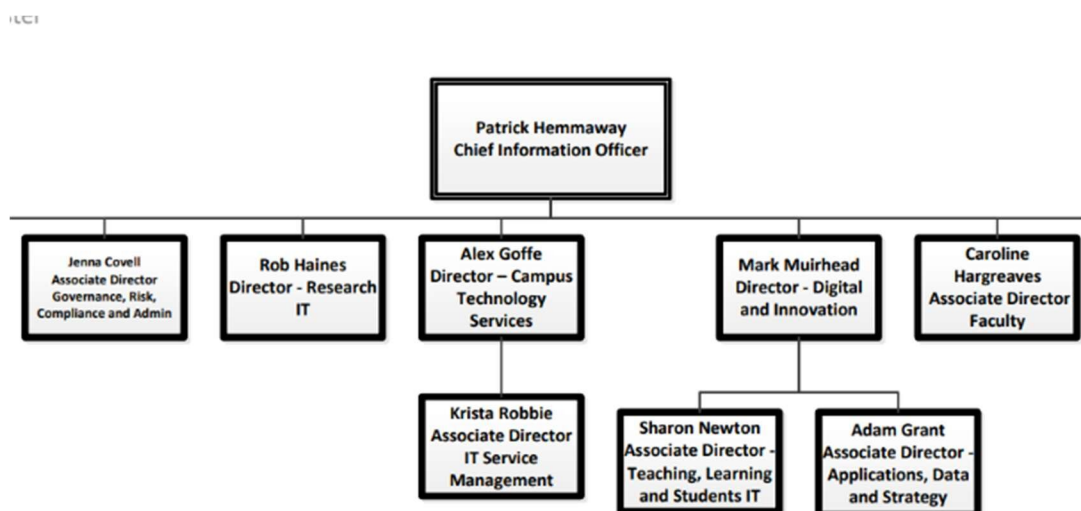
What We're Looking For:

- **Executive Impact:** Experience steering security in large, complex organisations under sustained attack, with a proven ability to secure buy-in at board level.
- **Technical Authority:** Deep understanding of modern security architectures from IAM, SIEM and endpoint protection to cloud-native services and zero-trust frameworks.
- **Strategic Agility:** Demonstrable track record of designing and implementing security strategies that balance innovation with robust risk management.
- **Collaborative Influence:** Skill in forging strong partnerships across academic, research, and professional services, respecting academic freedoms while embedding best practices.
- **Values-Driven Leadership:** Emotional intelligence, political savvy, and a commitment to building diverse, high-performing teams.
- **Communicator & Storyteller:** The ability to translate complex technical issues into clear, compelling narratives for senior leaders, committees, and our wider community.
- **Security Clearance:** Eligibility for UK Security Clearance (SC) or readiness to attain it.

A full, detailed job description is available upon request

Key Facts and Figures:

IT Services Senior Leadership Team:



- 2023/2024 saw a marginal increase in total income, and another year of record levels of income at £1.4 billion.
- The University's total adjusted operating surplus for the year is £41.6 million. We are one of the few UK universities currently operating with a surplus.
- 34th in the world (QS World University Rankings 2025).
- 93% of the University's research activity was assessed as 'world-leading' (4*) or 'internationally excellent' (3*) (Research Excellence Framework 2021).
- 1st in the UK and Europe and 2nd in the world for social and environmental impact (Times Higher Education Impact Ranking). We are the only university to consistently rank in the global top 10 since the ranking's inception.
- More than 170 student nationalities come together on campus, making Manchester one of the world's most international universities.
- The University's campus is one of the largest estates in UK higher education, with 229 buildings across 270 hectares.
- Since 2004 our commercialisation activities have contributed £962 million of economic impact. Of this, £511 million has come from third-party investment in University spin-out companies, and £451 million of gross value added (GVA) from sales and jobs created by IP licensing and spin-out activities.

About IT Services:

IT Services supports the University by delivering technology-based services for research, teaching and learning, with sustainability and environmental considerations at the heart of what we do.

Being one of the largest Directorates at the University, we strive to deliver quality services for all staff, students and researchers.

ITS operates like a business within a business: an internal IT consultancy supporting every area of the University.

With a headcount of between 500 and 600 ITS operates in a unique landscape that sets it apart from other disciplines across the University.

The graphic features the University of Manchester logo (MANCHESTER 1824) and the tagline 'making IT happen' in the top left and right corners. The central title is 'IT Services Practice Charter' with the subtitle 'Bringing our University's values to life'. Below the title is a cluster of seven colorful diamond-shaped icons containing symbols for empathy, feedback, learning, potential, connection, and communication. The bottom section consists of seven numbered, color-coded boxes, each containing a specific value statement.

MANCHESTER
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The University of Manchester

making **IT** happen

IT Services Practice Charter

Bringing our University's values to life

- 1** We see one another as people and take the time to become aware of the needs of our colleagues: with empathy, we build strong connections by taking care with the words we use and how we use them.
- 2** We share responsibility to seek and provide feedback: we collectively create a safe environment where contributions and constructive challenges are listened to and valued.
- 3** We are curious to learn: we improve by reflecting upon both our successes and our mistakes, we feel this honesty and transparency is a strength not a weakness.
- 4** We all have untapped potential: by working to devolve decision making and create opportunity to experiment, we share ideas and knowledge across functions and levels.
- 5** We cannot know where conversations or relationships will lead as not everything that matters is tangible or quantifiable: we value the insights and knowledge that come from our connection with one another as much as the things we deliver together.
- 6** We believe everyone does better when we can see the bigger picture: we are at our best when we can feel connected to one another, can give and receive help and appreciate the efforts of others.
- 7** We value inputs from colleagues: we are open to ideas and receptive to suggestions or concerns, we work to keep communication and engagement channels open.

Key Resources and Further Reading:

- The University of Manchester is divided into three Faculties, each of which comprises several Schools with powerful reputations for teaching and research success. **Further information on the [University's Faculties and Schools](#).**
- The University of Manchester is a truly global institution, with a reputation for education and innovation that resonates across the world. **Learn more about our [rankings and reputation](#).**
- Our vision is to be recognised globally for the excellence of our people, research, learning and innovation, and for the benefits we bring to society and the environment. **Find more about [Our future](#).**
- Manchester 2035 is our bold new strategy that will shape our direction for the next decade. It's about all of us – students, staff, alumni and partners – coming together to shape our ambitions and take on the challenges of the future. **Read more about it here: [Manchester 2035](#)**
- Our ambition is to be an inclusive place to work and study, one that is characterised by equity, diversity, and a sense of belonging for our community. Our vision is to be recognised by staff, students, alumni, and our partners as an inclusive organisation. We are committed to meeting and exceeding our obligations under current legislation and by doing more, we build on Manchester's existing reputation for its rich diversity. **Download our [Equality Information Report 2024](#).**
- **Watch [We Belong](#)**, a short film about our commitment to international and local inclusivity and diversity, featuring our students and staff.
- The University of Manchester's governance structure and constitution have been developed so that they hold true to the ethos, principles and requirements of good governance in higher education. **Detailed biographies of the [University Executive Team](#)**
- The University of Manchester is committed to delivering an outstanding and transformative education, giving learners of all ages and backgrounds the chance to contribute to positive change, improving their lives and those of others. **More information on the University's approach to [teaching and learning](#).**
- More than a decade ago, we became the first British university to set social responsibility as a core goal. We were keen to reaffirm this in our new strategic plan, placing an even greater emphasis on environmental sustainability. **Learn more about the University's commitment to [social responsibility](#).**

Appointment details:

SALARY	Competitive
PENSION SCHEME	<ul style="list-style-type: none"> • USS: Universities Superannuation Scheme: • 9.8% employee contribution rates • 21.4% employer contribution rates
HOURS OF WORK	<ul style="list-style-type: none"> • Standard week: 35 hours; all staff are expected to work such hours as necessary for the proper discharge of the duties
ANNUAL LEAVE	<ul style="list-style-type: none"> • 29 days annual leave plus 4 closure days plus 8 bank holidays
PROBATION	<ul style="list-style-type: none"> • 9 calendar months' probation period, 1 calendar month notice during this period
NOTICE PERIOD	<ul style="list-style-type: none"> • 3 calendar months by employees • 3 calendar months by the University
SICK PAY (SUBJECT TO FOLLOWING CORRECT NOTIFICATION PROCEDURES)	<ul style="list-style-type: none"> • 0 to 3 months service: 1 month full pay • 3 to 12 months service: 2 months full pay and then 2 months half pay • 1 to 3 years' service: 3 months full pay and then 3 months half pay • 3 + years' service: 6 months full pay and then 6 months half pay
LONG SERVICE AWARDS	<ul style="list-style-type: none"> • For staff reaching 25 or 40 years of continuous service, • £400 vouchers (shopping/holiday/leisure) or 5 days annual leave (pro rata for part-time staff)