



Ministry
of Justice

Deputy Director – Chief Information Security Officer
Expression of Interest
Ministry of Justice

SCS Pay Band 1

Closes: 23:55 on Sunday 10th May 2026

About the Ministry of Justice

The Ministry of Justice is a major government department at the heart of the justice system. We deliver some of the most fundamental public services including courts, tribunals, prisons, legal services, youth justice, probation services, and attendance centres.



The Ministry of Justice (MoJ) works to protect and advance the principles of justice. Our vision is to deliver a world-class justice system that works for everyone in society.

The justice system plays a crucial role in our success as a nation – keeping people safe, emphasising fairness, guaranteeing individual rights and giving businesses confidence to flourish.

The delivery of our three strategic outcomes are central to doing this:

- Punishment that cuts crime: to rebuild confidence in the criminal justice system by protecting the public and reducing reoffending with a sustainable and effective prison and probation service.
- Swifter justice for victims: to rebuild confidence in the criminal justice system by ensuring timely, just outcomes for victims and defendants through a modern and efficient criminal courts system.
- A beacon for justice and the rule of law:

to uphold the rule of law at home and abroad; promote our world-leading legal services, which contribute to economic growth; and deliver accessible and timely civil, family and administrative justice.

For more information on who we are and what we do, please visit: <https://www.gov.uk/government/organisations/ministry-of-justice>



About the role

Job Title

Deputy Director – Chief Information Security Officer

Location

National

Please note the requirements for travel and level of flexibility available as set out in the FAQs section.

Salary

The salary for this role is set within £81,000 - £117,800 which falls inside the MoJ SCS PB1.

Existing Civil Servants will be appointed in line with the Civil Service pay rules in place on the date of their appointment.

Contract Type

This is an Expression of Interest role for a period up to 9 to 12 months.

The Role

As the Chief Information Security Officer (CISO) for the Ministry of Justice, you will step into a critical strategic leadership position, providing authoritative direction, oversight and assurance for cyber and technology security across one of the UK government's most complex and high-risk departmental environments. As the MoJ continues to embed advanced technologies including artificial intelligence and modern digital platforms, to transform the delivery of justice services, you will set expectations and provide assurance that these advancements are introduced safely, responsibly and securely, protecting the public, MoJ staff and the integrity of our essential services.

In this role, you will focus on navigating an increasingly adversarial cyber threat landscape. The MoJ is regularly targeted by highly capable malicious actors seeking access to sensitive government

information, to sophisticated criminal groups pursuing financial gain through ransomware and data theft, to those aiming to disrupt public services. These challenges are intensified by our large operational footprint, the presence of legacy systems, and interconnected dependencies across the wider justice system. You will ensure these risks are rigorously identified, proactively managed and clearly communicated to senior leaders, enabling robust cyber resilience across the department.

In this position, you will lead a cyber security function responsible for policy, assurance, incident coordination, security culture and specialist advisory support across the organisation, leading a team of specialists and managing an annual budget. You will shape departmental cyber strategy, influence executive decision-making and represent the MoJ across government.

You will provide independent scrutiny of cyber risk, set policy and control expectations, assure their implementation and lead senior-level responses to major cyber incidents. Your leadership will be pivotal in safeguarding the confidentiality, integrity and availability of MoJ systems and information, ensuring that the organisation remains resilient, secure and fully capable of delivering trusted justice services to the public.

You will proactively contribute as part of the senior leadership team for Security and Information Directorate and wider Service Transformation Group, contributing to their strategic direction.

Key Responsibilities

- Provide strategic leadership and direction for cyber security across the organisation. Oversee a specialist cyber security function of around 45 staff, shaping long-term strategic direction, evolving cyber strategy in line with government

policy, embedding strong cyber capability across all services.

- Set and maintain the organisation's cyber security policy framework and control expectations. Define security outcomes, maintain clear separation between policy, standards and guidance, and establish proportionate and effective assurance mechanisms to assess whether these expectations are being met, and escalate where they are not.
- Deliver independent oversight, scrutiny and challenge of cyber and technology risks. Act as the department's second line of defence by objectively assessing risk management practices, challenging delivery teams where required, ensuring risks are accurately understood and mitigated, and escalating significant concerns for appropriate governance intervention.
- Improve transparency and quality of cyber risk information to support executive decision-making. Ensure

cyber and technology risks are clearly articulated, prioritised and evidence-based; provide high-quality, evidence-backed, analysis and reporting for senior leaders; and support informed decisions on cyber risk, resilience and investment priorities.

- Lead senior responses to major cyber incidents and strengthen organisational resilience. Provide senior leadership and coordination during significant cyber incidents and issues, supporting operational decision-making and escalation, as well as post-incident improvement activities.
- Build strong collaboration across the justice system and government cyber community. Maintain productive relationships with internal delivery teams and agencies, represent the organisation in cross-government cyber forums, engage with national partners such as NCSC and GCU, and influence

cross-government information security initiatives to ensure departmental risks and priorities are recognised.

- Define and monitor performance against standards, KPIs and targets to ensure legal compliance is achieved and maintained across MoJ and its Executive Agencies and the reputation of the department is maintained in the eyes of Ministers, the public and employees in all related matters.
- Manage an annual budget of approximately £5m and be responsible for ensuring expenditures remain within departmental spending limits to deliver a good, value for money, service.
- Collaborate as part of the Senior Management Team for Security and Information Directorate, supporting the Director and helping to shape the culture of the Group and working with the other Deputy Directors to

align the portfolios and collaborate on cross-cutting issues.

Person Specification



It is important through the recruitment process that you give evidence and examples of proven experience of each of the selection criteria detailed. You will be informed which criteria are being assessed at which stage later in this pack.

The successful candidate will be able to demonstrate:

Essential Experience:

- Significant experience providing strategic leadership for cyber security functions

within a large, complex organisation, including managing multidisciplinary teams, substantial budgets and contributing to wider organisational strategy, planning and performance.

- Proven experience developing, maintaining and implementing cyber security strategies, policies and control frameworks, ensuring alignment with national standards, government requirements and industry best practice.
- Demonstrable experience delivering independent oversight and challenge on cyber and technology risks, including operating as part of a formal risk management structure (e.g. first/second line of defence) and escalating material risks to senior governance bodies.
- Strong track record of improving organisational cyber risk transparency, including producing high-quality risk

analysis, reporting and advice that supports informed executive-level decision-making on resilience, risk mitigation and investment.

- Extensive experience leading senior responses to major cyber incidents, coordinating cross organisational activity, making evidence-based decisions under pressure, and embedding lessons learned to enhance resilience.
- Experience operating or establishing a second line of defence cyber security function, ensuring delivery teams retain ownership of risk while security provides independent oversight and challenge.

Desirable:

- Experience of modern cloud and platform-based architectures, including public cloud, identity and access management, and secure delivery practices

The Recruitment Process

Application

To apply for this post, you will need to complete the online application process no later than **23:55 on Sunday 10th May 2026**.

The application must include:

- A CV setting out your career history, highlighting specific responsibilities and achievements that are relevant to this role and relevant achievements in recent posts.
- A Personal Statement (no more than **1000** 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' section.

After the Application Stage

You will be advised whether your application has been shortlisted for the next stage of the selection process. If you are shortlisted, we will

contact you to arrange the next stage of the selection process.

Panel Interview and Presentation

You will be invited to attend an interview and presentation with the selection panel. You will be asked to prepare a verbal 5-minute presentation based on a topic that will be provided in advance. The interview and presentation will last for approximately 60 minutes.

Interview

What is being assessed?

The following Behaviours will be assessed at interview:

- Communicating and Influencing
- Leadership
- Seeing the Big Picture
- Working Together
- Managing a Quality Service

- Changing and Improving

After the Panel Interview

Following the interview, the performance of all candidates will be reviewed, and the successful candidate identified. All candidates will be notified of the outcome as soon as possible after the conclusion of all interviews



Can I apply if I am not currently a civil servant?

No. This role is only suitable for existing civil servants and those in accredited Non-Departmental Bodies.

Is this role suitable for part-time working?

This role is available for full-time or flexible working arrangements (including job share partnerships).

If you wish to discuss your needs in more detail, please get in touch with the SCS Recruitment Team

scsrecruitment@justice.gov.uk.

Where will the role be based?

The base location of this post is flexible and can be based at any of our buildings across England and Wales.

The MoJ is working to open more Justice Collaboration Centres and Justice Satellite Offices over time. Click [here](#) to learn more about where our currently open Justice

Collaboration Centres and Justice Satellite Offices are, to identify where you may be based.

Relocation costs will not be reimbursed.

Will this role require travel?

Some travel may be required for this role. Infrequent travel to London may be required.

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

Unfortunately, we will not be able to reimburse you, except in exceptional circumstances.

Is security clearance required? Yes. If successful you must hold, or be willing to obtain, security clearance to DV level. More information about the vetting process can be found [here](#).

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

If you believe that you may have a conflict of interest, you must declare it by contacting SCS

Recruitment on scsrecruitment@justice.gov.uk before submitting your application.

Expected Timeline

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 below timetable, exercising flexibility through the recruitment and selection process, in order to meet the dates given. Please note that these dates may be subject to change.

The anticipated timetable is as follows:

Advert Closing Date	23:55, Sunday 10 th May 2026
Interviews	w/c 18 th May – w/c 25 th May 2026

Contact us

Should candidates like to discuss the role in more detail before submitting an application, please contact **SCS Recruitment** on scsrecruitment@justice.gov.uk.

