



Cyber GRC Engineer

Service	Reporting to	Location	Grade
Digital Data and Technology	Cyber Portfolio Lead	Swinton Civic Centre / hybrid	4C

About the role

Salford City Council is transitioning to an AI-first organisation under its ambitious Programme Halo. As part of this strategic journey, We are seeking a highly motivated and detail-oriented Cyber GRC Engineer to join our cyber security team.

This is a specialist role focused on strengthening Salford City Council's security posture by developing, implementing, and maintaining governance, risk, and compliance (GRC) processes. You will work across departments to ensure alignment with regulatory requirements, industry best practices, internal security policies, and the ethical and safe use of emerging technologies such as artificial intelligence (AI).

Key outcomes

In this role, you will be responsible for ensuring Salford City Council's cyber security, IT infrastructure, and AI systems comply with industry standards, regulations, and best practices, while adhering to ethical guidelines in AI development and deployment.

You will collaborate with various stakeholders to identify, assess, and mitigate risks, establish governance frameworks, and implement security policies that encompass both traditional cyber security and AI-specific concerns. Your expertise in AI ethics, including fairness, transparency, accountability, and bias mitigation, will be crucial in guiding Salford City Council to ensure responsible use of AI technologies.

The ideal candidate will have a strong understanding of cyber security principles, AI regulatory requirements, and risk management methodologies, along with experience in tools and technologies related to GRC, AI governance, and security auditing. Your role will be pivotal in strengthening our cyber security posture and ensuring compliance with both internal standards and evolving global AI regulations.

What we need from you

- Key responsibilities:
 - Design, implement, and maintain GRC frameworks (e.g., ISO/IEC 27001, Cyber Essentials Plus, NCSC guidance, NIST CSF, CAF, PSN).
 - Conduct risk assessments and assist with the development of mitigation strategies.
 - Maintain the enterprise risk register and coordinate periodic risk reviews.
 - Collaborate with teams to ensure cyber security policies and procedures are enforced and understood.
 - Monitor compliance with applicable UK laws and regulations (e.g., GDPR, DPA 2018).
 - Develop and maintain governance policies and oversight processes specifically for the ethical and safe use of AI within Salford City Council, ensuring alignment with relevant legal, ethical, and industry standards.
 - Identify and assess risks associated with the deployment of AI technologies within Salford City Council, including bias and discrimination against vulnerable groups, lack of transparency and accountability in decision-making, risks to privacy and data protection, and ensure mitigating controls are in place.
 - Regularly review AI systems used by Salford City Council for potential ethical, bias, and security concerns; report findings and track remediation efforts.
 - Assist in preparing for internal and external audits; track findings and drive remediation efforts.
 - Evaluate and implement GRC tools/platforms to automate risk and compliance processes.
 - Generate reports and dashboards to communicate risk posture, including AI governance metrics, to senior leadership.
 - Provide security awareness training and support internal compliance campaigns, including promoting awareness of AI ethics and responsible use within Salford City Council.
 - Track supplier risk assessments and third-party compliance efforts, including their use of AI where applicable.

Essential Personal Criteria:

Qualifications & Education

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- Degree or equivalent experience in a related field (e.g. Cyber Security, Computer Science, Risk Management).
- Industry certifications (desirable) such as CISSP, CISM, CRISC, CISA, ISO 27001 Lead Implementer/Auditor, or BCS qualifications.

Technical Skills

- Strong knowledge of security frameworks (e.g., ISO 27001, NIST, NCSC 10 Steps, CIS Controls).
- Good technical knowledge of modern cyber security platforms and their use in maintaining governance, risk management, and compliance.

Experience

- 3+ years of experience in cyber security, GRC, or risk management.
- Familiarity with UK-specific regulatory compliance (e.g., GDPR, DPA 2018).
- Understanding of AI governance principles, risks, and regulatory trends (desirable if no direct experience).

Behavioural Attributes

- Curious and research-minded with a commitment to continuous learning.
- Ethically grounded, with a passion for inclusive and responsible technology.
- Strong communicator and collaborator, capable of explaining technical concepts in plain English.
- Outcome-driven, focused on improving public services and user experience through innovation.
- Excellent analytical skills, with the ability to effectively convey complex data in easily understandable formats.

What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](https://www.instituteforapprenticeships.org/) website.

Tailored Development

Gain role specific skills and certifications using our Microsoft Enterprise Skills Initiative subscription which is open to all Salford Employees free of charge.

A digital organisation

Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea website](#).

Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

Our organisation's values

We have four values: Pride, Passion, People, Personal responsibility.

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

Our values



Pride

Passion

People

Personal responsibility

Application guidance

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

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Role details

Completed by:

Date:

Job code: CIT00119

Job score: 578

Date of evaluation: 12.05.2025

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