JOB ADVERTISEMENT:

PRINCIPAL EXPERT, CYBERSECURITY

Full-time conditional staff position. UK or USA

July 2025

Introducing Integrity

Integrity is an ethical consultancy and service provider working in challenging and complex environments around the globe.

We help our clients succeed in fragile and challenging environments while building trust and understanding as the basis for transformative change. We work across all phases of the programme and project cycle, delivering ten complementary services: monitoring, evaluation and learning (MEL) **/** data analytics (DA) **/** research, evidence and analysis (REA) **/** advisory **/** project management **/** communications **/** technical assistance **/** capability and capacity development **/** stakeholder engagement **/** grant and fund management. Our services are underpinned by the principles on which we were founded, a commitment to providing reliable information and evidence, and expert and high-quality delivery.

Headquartered in London and Washington DC, Integrity also has offices in Jordan, Kenya, and Pakistan. Our multi-national team deliver multi-year projects, programmes and consulting assignments to a wide range of government clients, international organisations, foundations and private sector clients.

VISION: To set the international standard for ethically delivered expert services in complex and challenging contexts.

MISSION: We use evidence and learning to provide trusted advice and enable change for a sustainable future.

VALUES:

- *Courage:* We work on many of the world's most complex problems. We stand against violence in all its forms. We are unafraid to stand up to illegal or unethical practices.

- *Objectivity:* We challenge conventional thinking. Our recommendations are not based on assumptions or ideology but evidence and learning.

- *Diligence:* We incorporate our best individual and collective intellect through rigour, reflection, and collaboration.

- *Accountability:* We take responsibility for the quality of our work and performance. We hold ourselves to account through clear policy and process, sustained by long-term profitability.

- *Sensitivity:* We understand the impact of our presence and our work, empathise with people's situations, and commit to do no harm.

ETHICS: Integrity upholds the highest ethical standards in our work, our employment of staff and our interaction with people. Through adherence to our core values, we ensure the best possible service and benefit the communities amongst whom we work.

We commit to building a diverse and inclusive organisation where all feel safe and able to progress, contribute and be heard, regardless of gender, race, disability, age, sexual orientation, religion, marital or parental status.

Further information about Integrity can be found at www.integrityglobal.com.

How the Principal Expert, Cybersecurity fits into the Integrity Team

The Principal Expert will be Integrity's leading cybersecurity specialist, supporting growth through the development and implementation of a market expansion strategy to extend our presence in this sector, while developing key client and partner relationships.

Integrity delivers world-class research, analysis, and advisory services to strengthen cybersecurity policy and implementation worldwide. Our mission is to bridge the gap between strategic policy and technical delivery, enhancing resilience and aligning cyber capacity-building efforts with national security objectives. As the global expansion of cyberspace reshapes economies and international challenges, Integrity responds with cutting-edge support across all levels, from threat intelligence and incident response to cyber security standards development and workforce empowerment.

This role is as much about strategic direction as it is about high-quality delivery. You'll work hand-in-hand with Integrity's Business and Delivery teams, leading technical designs for complex bids and ensuring our solutions stand up to the most rigorous client expectations. You'll champion innovative methodologies tailored to dynamic global challenges and communicate them through clear, compelling proposals that resonate with stakeholders across sectors.

We're looking for someone who can harness Integrity's existing expertise while bringing fresh insight, deep technical credibility, and a global perspective. Whether shaping multi-year projects in cybercrime, incident response, threat intelligence, or influencing policy frameworks from the ground up, you'll be central to how Integrity grows in this space.

The role reports directly to our Vice President, Delivery and may be based in London or Washington DC. If you're ready to help governments and industries navigate the future of cybersecurity with intelligence, integrity, and impact, this is your opportunity.

Scope of Work

The Principal Expert, Cybersecurity will bring deep technical skills and understanding of emerging trends and market dynamics. Beyond core knowledge, they'll be a relationship-builder, someone who can connect confidently with partners and clients, building trust and long-term collaboration.

This role demands resilience and creative thinking. The successful candidate will work closely with internal teams to shape and communicate Integrity's value proposition in the cybersecurity space, driving visibility and impact across key markets.

Terms of Reference

The role will have four core responsibility areas:

Business Development (30%)

This role will lead the expansion of Integrity's cybersecurity portfolio and work closely with the Business Development teams to deliver this. You will:

- Collaborate with Integrity's Vice President, Business Development, and Vice President, Delivery to refine Integrity's cybersecurity value proposition.

- Lead on the delivery of Integrity's cybersecurity market engagement strategy with support from other senior design experts.

- Work with the Business Team to identify, track and manage a pipeline of cybersecurity opportunities.

- Develop and maintain strong working relationships with key clients, partners, and relevant accounts in the cybersecurity space.

- Support internal and external communications related to cyber services, thematics and geographies.

- Build networks with key partners, consultants, and institutions to strengthen the delivery of the cybersecurity strategy.

Design (20%)

You will guide technical design efforts across proposals and methodologies, ensuring both quality and innovation. You will:

- Lead or support the design of new technical approaches from capture, submission, negotiation and delivery.

- Quality assure methodologies, team configurations, and work plans to ensure aligned with client needs.

- Advise on internal design processes to enhance Integrity's overall cyber offering.

- Contribute to the development and rollout of design tools, strategies, and client-adapted approaches.

- Support and mentor junior members in bid development and technical delivery.

- Provide thought leadership on cybersecurity trends and methodological innovation.

Technical Delivery (40%)

The role will play a role in delivering select projects. This may include leadership and advisory roles and working in collaboration with leading experts from Integrity's bench. You will:

- Lead the delivery and adaptation of cybersecurity technical approaches.

- Undertake reviews and quality assurance of technical deliverables.

- Undertake desk research, remote and in-country fieldwork data collection, and analysis and reporting.

- Engage and manage stakeholders to ensure effective technical collaboration. Contribute to, or lead external workshops, for example, with client teams.

Staff Management and Development (up to 10%)

- As required, line-manage select Integrity staff, develop their careers, contribute to professional advancement, job satisfaction and personnel retention.

- As required, build a cybersecurity cadre in the Services Team through convening and mentoring relevant colleagues.

- Support the wider Integrity team's confidence and fluency in cybersecurity, including supporting the development of in-house training materials and delivery of training. Share knowledge gained through cybersecurity project delivery and wider experiences with the internal team.

Your Experience and Expertise

We are seeking individuals who combine excellent writing and communication skills with hands-on experience in cybersecurity, implementation design and technical delivery. Successful candidates will bring demonstrable expertise in Cyber Capacity Building advisory services and a strong working knowledge across several key cybersecurity domains:

- Incident response

- Cybercrime prevention,

- Cyber hygiene and awareness

- Cybersecurity standards and compliance

- Cyber policy and strategic development

A strong understanding of donor fund mechanisms, particularly experience designing and managing projects funded by the US Government (USG) or UK Government (HMG), is highly desirable. We are particularly interested in professionals with a consultancy background who have worked with key institutions such as:

- US Department of Defence (DOD), including the Defence Security Cooperation Agency (DSCA and the Irregular Warfare Technical Support Directorate (IWTSD)

- US Department of State (DOS)

And/or:

- UK Foreign, Commonwealth and Development Office (FCDO)
- UK Home Office (HO)

- UK Department for Science, Innovation and Technology (DSIT)
- UK Ministry of Defence (MOD)

You will have:

- A master's degree in a relevant subject or equivalent sector qualifications and/or experience.
- 8-12 years+ of relevant experience working in international development, national security, UK/US Government and/or the consultancy sector.
- Significant experience and interest in business development, with a track record of writing successful proposals for donors either in the US or UK government agencies, including for US DOS/DOD or FCDO (or other UK departments mentioned above) contributing substantively to technical design and wider bid writing, from scoping to bid submissions.
- A strong conceptual understanding of Integrity's service areas with ability to design innovative, practical, and commercially viable technical solutions covering the full research cycle from inception to implementation and dissemination.
- Exceptional written communication skills, with ability to independently take on writing large sections of proposals and client reports.
- Excellent ability to communicate, work in a team, and collaborate with individuals with diverse technical backgrounds and with external stakeholders.
- A good understanding of 1-2 key thematic relevant to the cybersecurity sector. Candidates with an understanding across all cyber domains where Integrity demonstrates expertise is preferred.
- The ability to work in a fast-paced and collaborative environment to tight deadlines.

It is desirable that you also have:

- Additional experience designing and delivering implementation contracts in the international development or national security sector.

Languages:

- Written and oral fluency in English, with the ability to write clear and compelling narrative, and excellent communication skills.

Core Competencies

You should also demonstrate the following core competencies:

Level 1: Team competencies	Level 2-4: Management competencies
• Ethics	• Analytical and Flexible Thinking
• Leadership	• Achievement Focus
• Planning and Organising	• Managing Resources
• Development and Continual Learning	• Teamwork and Team Leadership
• Results Focus and Initiative	• Customer Orientation
• Teamwork	• Influencing
• Customer Orientation	• Organisational Knowledge
• Communication	• Organisational Alignment
• Managing Change	• Strategic Thinking
	• Accountability
	• Developing Talent

Hybrid Working

Integrity is a hybrid work employer offering a flexible working model that supports a blend of in-office and working from home time. Each office has its own flexible working model to meet local needs and demands.

How to Apply

If you are interested in applying for this position, please complete the application form at https://www.integrityglobal.com/opportunities/apply-s2 and attach a CV and Cover Letter, explaining why you are suitable for and want the role. Applications submitted without a cover letter will not be considered.

The closing date for applications is 22nd August 2025. However, we will review candidates on a rolling basis and the vacancy may be filled before this deadline. We encourage early applications. Please be advised that only shortlisted applicants will be contacted.

Candidates must have the right to work in the UK or the USA.

Integrity is an equal opportunities employer. We encourage applications from suitably qualified and eligible candidates, regardless of gender, race, disability, age, sexual orientation, religion, marital or parental status. We will respect your confidentiality and abide by UK / US data protection laws.

Integrity will not request, consider or rely on prior salary history voluntarily provided by applicants or obtained from other sources when evaluating an applicant for employment.