



LOWRY

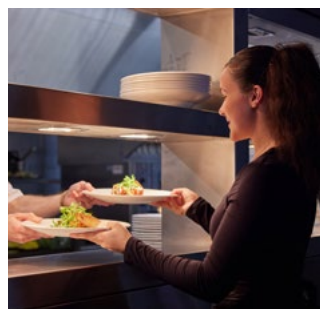
RECRUITMENT PACK

THELOWRY.COM

ABOUT US

Lowry is a registered charity (No: 1053962) committed to using visual and performing arts to enrich the lives of everyone around us – and those of our staff and volunteers too.

Working together as one team, we present audiences with a diverse programme of theatre, opera, musicals, dance, music, comedy and visual art as well as events and activities to expand the horizons of audiences and artists alike.



At the heart of our work is a commitment to our local communities and young people. Tapping into the work on our stages and in our galleries, we offer thousands of free creative participation opportunities each year - nurturing new talent and developing creative professionals of the future.

So if that feels like something you want to be a part of.. read on!





VISION, MISSION AND VALUES

OUR VISION WHY WE'RE HERE

A city where the benefits of creativity are felt by the many not the few.

OUR MISSION HOW WE DO IT

Empower people from all backgrounds to experience culture on their own terms.

OUR VALUES WHAT WE BELIEVE IN

We believe creativity is an undeniable force for good and has the potential to change people and places for the better. That's why our three pillars of People, Place and Potential are at the heart of everything we do.

1. PEOPLE IN IT TOGETHER

We are here for the people of Salford – supporting local communities, nurturing talent and creating a programme as diverse and open minded as our city itself.

2. PLACE MAKE IT COUNT

We are here to put creativity to good use, making a positive impact, socially and economically, on our communities, our city, our region, the UK and beyond.

3. POTENTIAL UNLOCK CREATIVITY

We are here to find ways to share the benefits of art and creativity further and wider, unlocking its potential for more people, in more places, in more ways.



HOW DO WE FUND OUR WORK?

As a not-for-profit organisation, and registered charity, all profit is ploughed back into our work. Whether you've bought a ticket to a performance, given an online donation, eaten in Lowry Bar & Kitchen, bought a gift in our shop, or simply had a drink at the Coffee Shop, you've helped support our charitable aims.

We receive just 6% of our income from public funds – Arts Council England and Salford City Council. The remaining income is generated from box office sales, commercial activities and fundraising. Our development team generates income from Charitable Trusts & Foundations, individual membership schemes (including Friends and Patrons) as well as from companies through our Quay Club Membership and corporate sponsorships.



ATTRACTION AND RECRUITMENT

Lowry is committed to creating an inclusive workforce by reflecting and representing the diversity of Salford and the UK.

We want to attract the broadest range of talented people to be part of Lowry – whether that is to work in our creative or support roles.

We particularly encourage applications from the following two people groups who are currently under-represented in our workforce and in the wider performing and visual arts sector; those people who experience racism and marginalisation, including those from African, Caribbean, North African, LatinX, South Asian, East Asian and South East Asian heritage and their diasporas, those who are disabled, Deaf and neurodivergent or have long-term health conditions.

Candidates who identify as people in one or both of these groups and who demonstrate in their application that they already meet all of the essential criteria in the person specification can opt to be considered as part of Lowry's guaranteed interview scheme. If you are invited to interview we'll ask you about any adjustments you may need, and if you are offered a role with us we will talk to you about any reasonable adjustments required to create a working environment where you will be supported to perform at your best.

To ensure fairness and to enable us to process your application through our shortlisting exercise, we ask that you remove all personal details (such as name, age, location, ethnicity, marital status etc) from your CV and covering letter before uploading. This reduces the risk of any potential bias during our recruitment process and ensures that all shortlisting is based on skills, experience and suitability for a role. Thank you for your understanding.

To find out about any opportunities to work for Lowry please visit our [vacancies page](#).

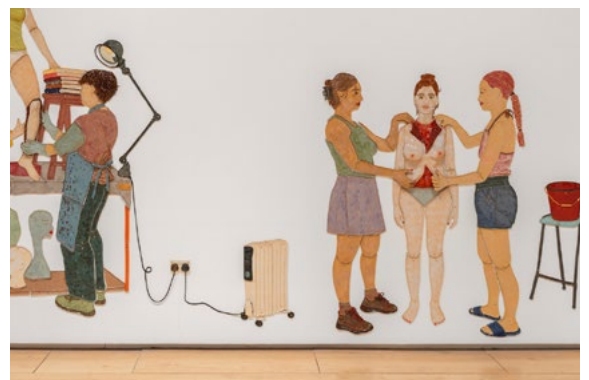
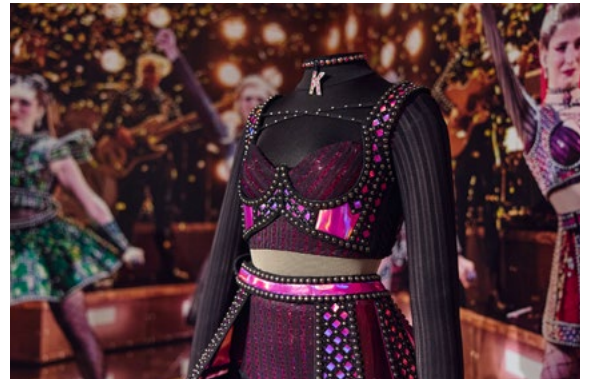
OUR ROLES HAVE A NUMBER OF STAFF BENEFITS INCLUDING:

Complimentary and discounted theatre and live event tickets

Free car parking just a few minutes' walk from the Lowry building

Generous annual leave entitlement and a paid day off for your birthday!

Discounts at Lowry bars, restaurant and gift shop



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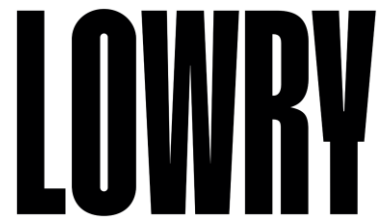
JOB DESCRIPTION

Post Title: Operational Cyber Security Lead
Department: IT
Reports to: Head of IT
Contract Type: Permanent, full-time
Salary £40,000 (DoE), plus staff benefits

JOB PURPOSE

We're seeking a hands-on cyber security practitioner to help implement and operate the organisation's cyber security controls. You will apply policies, run day-to-day security operations, support incident response, co-ordinate with our managed SOC, and deliver training & awareness — ensuring our information assets and technologies are protected against current and emerging threats.

In addition, this role will contribute to the wider IT function by providing support across general IT services as required, ensuring a flexible and collaborative approach to service delivery.



MAIN DUTIES AND RESPONSIBILITIES

Security operations & incident response

- Review and action SIEM/SOC alerts, contribute to run-books, assist with forensics/evidence collection as needed.
- Keep incident response checklists, contacts, and communications templates current; participate in table-top exercises.

Hardening, patching & identity

- Maintain baseline configurations (endpoint/email/M365), MFA/conditional access policies and privileged-access hygiene.
- Co-ordinate patch cycles with IT Ops; document exceptions and follow up to closure.
- Manage current cyber management systems to ensure the best protection, keeping up to date with changes in functionality. For example Mimecast and Defender.

Assurance, scanning & testing

- Run vulnerability scans, chase remediation, and log outcomes; support small-scope internal audits (access reviews, backup/restore tests).
- Prepare tidy, audit-ready evidence packs (screenshots, exports, logs, sign-offs).
- Plan, facilitate and participate in cyber security tabletop exercises to test incident response capabilities, validate runbooks, and strengthen organisation preparedness for security incidents.

Policies, procedures & training

- Keep security SOPs, quick guides and joiners/movers/leavers steps up to date; improve clarity and usability.
- Deliver awareness sessions, micro-learning and phishing simulations; report participation and outcomes.
- Manage change control process

PCI:DSS compliance

- Manage the PCI:DSS compliance regulations, ensuring all relevant systems meet the requirements.
- Liaise with QSA for scanning and pen testing.
- Ensure PCI paperwork is maintained.

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Secure delivery support

- Provide security checklists and practical advice into projects (ticketing/CRM/finance integrations, SharePoint structures, Power Platform governance).
- Ensure non-functional security requirements (logging, access, backup) are captured and handed to the Head of IT for approval.
- As part of the IT team you will be included in the out of hours support rota providing a response for any Cyber incidents and IT support issues.

Actively monitor and implement audit findings from external partners and companies, ensuring their recommendations are continually translated into practical, ongoing actions rather than one-off tasks. Maintain vigilance to resolve identified risks promptly, while consistently aligning these efforts with future strategic requirements. This ongoing commitment supports continuous improvement and sustained compliance with evolving security standards.

Strategic ownership (multi-year cyber strategy, enterprise risk appetite, major budget decisions, contractual security clauses and formal supplier assurance) sits with the Head of IT. You prepare inputs and evidence, help operate the controls, and chase actions.

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CRITERIA	ESSENTIAL	DESIRABLE
SKILLS/ABILITIES	Clear, friendly communication: you can turn policies into practical “do this now” steps for colleagues.	
KNOWLEDGE	Working knowledge of ISO 27001 / NIST / CIS Controls and how to apply them proportionately (you don’t need to “own” the framework). Working knowledge of IT systems, M365 and networks.	Awareness of GDPR principles (data minimisation, lawful basis, retention). Awareness of PCI: DSS standards.
EXPERIENCE	3+ years in a security or systems role with clear exposure to SIEM alerts, endpoint/email protection, identity/MFA, and patching Hands-on with M365/Defender, conditional access/MFA, device compliance, and SharePoint/Teams secure usage patterns. Experience running vulnerability scans, chasing remediation, and maintaining neat evidence (tickets, reports, screenshots).	Exposure to EDR/XDR, email security (phish-handling), DLP/encryption, and basic PowerShell for evidence/health checks. Experience helping deliver phishing simulations and short training sessions.
QUALIFICATIONS	Bachelor’s degree (or equivalent experience) in Information Security / Computer Science or related	Certifications (any of): CompTIA Security+, Microsoft SC-200/SC-300, SSCP, ISO 27001 Practitioner.
OTHER REQUIREMENTS		Carbon Literacy trained or passion for sustainability preferred.

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