

SECURITY AND EMERGENCY PLANNING OFFICER

We're making a difference: Together, we can ensure that there is enough water for everyone, now and in the future.

Portsmouth Water is looking for a dedicated Security and Emergency Planning Officer to help safeguard our business against a range of security threats – including physical, cyber, personnel, and information-based risks. This vital role ensures we remain compliant with all relevant regulatory requirements while maintaining a strong and proactive security posture.

In addition, the role is key to managing our response to incidents effectively. You will work closely with internal teams and external stakeholders to coordinate responses, lead post-incident reviews, and ensure that valuable lessons are identified and integrated into our operations. If you're passionate about resilience, planning, and protecting essential services, we'd love to hear from you.

What will you be doing?

Key Responsibilities

- Responsible for Emergency Planning and Protective Security (Physical, Cyber, Personnel, Information) across Portsmouth Water, ensuring legal and regulatory compliance, managing incidents, and embedding learnings.
- Hold key relationships with external stakeholders. (Intelligence Agencies, Specialist Police Units, Local Resilience Forums & Regulators including DEFRA and DWI) and internal managers.
- As a senior member of the Incident Management Team (IMT) you will ensure incidents are responded to effectively and liaise with external stakeholders during response and recovery periods.
- Providing practical emergency planning and security advice to internal stakeholders, aligning with relevant regulations, policies, and standards to support compliance across the business.
- Conduct risk assessments, undertake regular reviews and updates of our emergency planning and security risk registers.
- Ensure all SEMD (physical security) and eCAF (cyber security) activity is reported and recorded in terms of compliance-level risk against regulatory requirements, reportable annually.



320,000

Properties supplied with water



170 Million

Litres of drinking water per day



21

Natural water sources

Continued on page 2

CONTINUED



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£66,017 - £70,899

GRADE 11

+ Non-contractual bonus related to company performance of up to 6% of basic salary

Hours:

Full-time | 38 hours per week | 2-3 days in the office

Holiday:

27 days annual leave, plus bank holidays

Pension:

A generous pension scheme in which Portsmouth Water will contribute up to 15%

Enhanced Family Friendly Leave:

Enhanced Company maternity, adoption, and paternity leave and pay

Life assurance:

The life assurance scheme provides a death in service lump sum benefit of 4 times pensionable salary

Private Medical Insurance and Employee Assistance Programme:

Provided by Bupa

PW Perks: Access discounts at thousands of retailers, plus the Electric Vehicle Scheme (eligible after one year of service), Cycle to Work Scheme, Health Cash Plan, and

Key Responsibilities Continued

- Design and implement action plans to aid 'go to green' activity against regulatory requirements. Track progress and milestones, reporting through relevant governance structures.
- Promote common standards and alignment of emergency planning and security policy and practice across Portsmouth Water including responsibility for compliance with Regulator audits and the adoption of best practices.
- Create reports and provide emergency planning and security briefings to internal and external stakeholders.
- Programme and facilitate testing and exercising of our emergency planning and security arrangements to ensure that our people, systems, plans, and procedures are compliant with requirements.

Skills, Qualifications & Competencies

- Strong analytical and logical mindset for continuous improvement.
- Demonstrate leadership qualities including strong collaboration and clear communication skills.
- Well developed stakeholder management skills, internally up to Executive and Board level and externally with senior Regulators and local public bodies.
- Self-motivated, committed and organised to manage own workload and react to changing priorities.
- Comfortable with representing Portsmouth Water in wider water industry and security industry forums.
- Strong IT skills, including MS Office 360 products.
- UK driving licence required.
- Experience of working in a regulated environment e.g. utilities, Government departments, national infrastructure, etc.
- Experience of senior leadership within a security role (Security Services, protective security, intelligence, security management, or risk management).
- Experience in conducting security risk assessments, report writing and investigating incidents.
- An understanding of emergency planning and security in the water industry and its regulatory framework.
- A strong understanding and experience in applying emergency planning and protective security principles, methodology and processes.
- Understanding of regulations, laws, and water industry standards. (e.g. SEMD, NIS, PSG, WUKSS, EPG, NPSA).
- Have experience investigating incidents and ensuring learnings become embedded in future practices.



Pension Scheme



Flexible Working Opportunities



Professional Development



Employee Assistance Program



Life Assurance



Annual Salary Review



Holiday Entitlement



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We recognise people want to work in a variety of different ways, this means we are happy to consider flexible working arrangements. Please talk to us at the interview about the flexibility you may want.

We support equality, diversity and inclusion and encourage applications from all sections of society. The Company has a responsibility to ensure that all employees are eligible to work and live in the UK.

Due to the high volume of applications received we are unable to respond to unsuccessful candidates. If your application is of interest to us, we will normally contact you within 4 weeks of receiving your application.

Excellence in water. Always.

Committed to a sustainable future together