ITEXACT Limited t/a Surveil
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Job Description

October 2025

Join Surveil as Head of Security!

Shape the Future of Cloud Optimization

About Us

At Surveil, we simplify cloud complexity and transform wasted resources into valuable growth opportunities. Our FinOps Foundation-certified platform provides powerful insights to help organizations visualize, optimize, and secure their cloud estate across Azure, Microsoft 365, and MultiCloud. With intuitive dashboards, in-depth analytics, and a built-in AI Assistant, Surveil delivers always-on, actionable insights that streamline cloud governance and enhance security, typically saving organizations 18-37% on cloud licensing costs.

We are a dynamic and growing organization with 60+ employees working remotely across the globe. Recently, we've secured private investment to fuel our next exciting growth phase, and we are on the lookout for creative and technically proficient individuals to join our team.

About the Role

The Head of Security will lead all operational aspects of security, privacy, and compliance at Surveil, driving execution of our comprehensive Security & Compliance Programme. This management role is critical to maintaining and advancing our security posture as we scale to serve enterprise clients, ensuring robust operations across regulatory frameworks while managing complex compliance requirements in cloud-based environments. The Head of Security will own day-to-day security operations, lead the security and IT support function, and serve as the primary operational leader for all security, privacy, and compliance initiatives, reporting directly to the CISO within the technical leadership structure.

Responsibilities

Security Programme Leadership

- Drive the execution of the Security & Compliance Programme across the organization.
- Collaborate with cross-functional teams (CloudOps, Development, Software Engineering) to embed security best practices.
- Develop and implement security strategies aligned with business goals.
- Promote a culture of security awareness and continuous improvement.

Operational Security Excellence

- Lead day-to-day security operations, including monitoring, incident response, and threat management.

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- Manage and optimize security tools such as Microsoft Sentinel, Defender, and vulnerability scanners.
- Conduct comprehensive risk assessments, penetration testing programs, and vulnerability management across our environments.
- Coordinate complex remediation efforts with cross-functional teams ensuring timely resolution of critical security issues.
- Design and execute advanced tabletop exercises, disaster recovery simulations, and business continuity planning.

Application Security & DevSecOps Leadership

- Own the secure software development lifecycle (SSDLC) strategy in partnership with Software Engineering leadership
- Drive integration of advanced security testing tools and automation into CI/CD pipelines
- Lead comprehensive code reviews, advanced threat modeling, and security architecture reviews for enterprise-scale applications
- Manage end-to-end penetration testing, static/dynamic analysis programs, and secure coding governance
- Partner with development leadership to establish security-by-design principles and vulnerability remediation frameworks

Compliance & Governance Authority

- Maintain and advance compliance across ISO 27001, SOC 2, GDPR, ISO27701, ISO42001, NIST, and CIS frameworks
- Own internal and external audit processes, driving continuous improvement and maintaining progressive evidence management
- Lead vendor risk assessment and ensure third-party compliance management
- Provide strategic security reporting to the CISO for senior leadership and Board communications
- Drive compliance automation and efficiency initiatives to support organizational scaling

Team Leadership

- Manage and mentor the security/IT team, fostering professional development and high performance.
- Conduct performance evaluations and support career progression.
- Align team objectives with organizational security goals.

Stakeholder Collaboration

- Act as the primary security liaison for Software Engineering, ensuring alignment on secure development practices.
- Collaborate with Product, DevOps/CloudOps, and QA teams to ensure security is embedded throughout the product lifecycle.
- Communicate security risks and mitigation strategies effectively to internal and external stakeholders.

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Client & Partner Engagement

- Act as senior security representative for enterprise client and partner due diligence across security, privacy, and compliance domains
- Lead security aspects of enterprise contract negotiations and client onboarding processes
- Support pre-sales activities with comprehensive security and compliance expertise

What You Bring

We believe the "perfect candidate" doesn't exist - everyone has a unique background. Even if you don't check every box, we'd love to hear from you! Ideally, you will have:

- 5+ years in senior security leadership roles with proven experience managing cloud-scale security operations, preferably in Microsoft Cloud technologies environments
- Demonstrated experience leading security teams and driving organizational security transformation
- Deep expertise in cloud, network, data, and application security principles across Windows, Microsoft 365, Azure, and Kubernetes environments
- Advanced experience with compliance frameworks (ISO 27001, SOC 2, GDPR, ISO27701, NIST, CIS, ISO42001) and enterprise compliance automation strategies
- Proficiency across enterprise-grade SIEM, endpoint protection, vulnerability management, application security, testing, and IAM platforms
- Proven experience partnering with software engineering leadership and implementing secure development practices in enterprise cloud/SaaS environments
- Exceptional communication, collaboration, and stakeholder management capabilities with demonstrated ability to present and advocate for complex risk decisions at executive levels (English is the primary business language)
- Strategic thinking combined with operational excellence, able to manage multiple enterprise priorities while ensuring quality and consistency
- Strong leadership presence and team collaboration skills, proactive in contributing strategic initiatives and driving innovation
- Demonstrable critical thinking and strategic planning abilities, with commitment to continuous learning and professional development
- Self-directed leader adaptable to dynamic enterprise environments - While we operate remotely, there will be requirements for client meetings and international travel, with expenses covered
- Remote-based role with flexibility to work from the East Horsley office and travel as business requirements dictate

Join us on this exciting journey and shape the future of cloud optimization!

What We Offer

- Leading the Security Team – Shape the future of Surveil SaaS security posture.
- Impactful work – Help organizations optimize cloud efficiency.
- Global, remote team – Work with talented colleagues worldwide.
- Competitive salary – base + tailored benefits package to your region.

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- Flexible work environment – Remote-first with flexible hours.
- Flexible PTO – Take the time you need.
- Growth opportunities – Learning support, mentorship, and career development.
- Team collaboration - Ad hoc international travel, UK Visa.

First 90 Days

In your first 30 Days, you will:

- Deep dive into Surveil's cloud environment, product platform and security controls.
- Meet with key stakeholders across the business: SLT, engineering, operations.
- Familiarize yourself with our policies, processes, and security architecture.
- Start contributing in security team meetings on topics and initiatives.
- Identify and present quick wins across security to drive tactical improvements.

In your first 60 Days, you will:

- Take ownership of security operations and some projects.
- Own and drive implementation of quick wins identified in the first 30 days.
- Conduct risk reviews to inform security and compliance control decisions.
- Collaborate with engineering to review AppSec/DevSecOps.
- Contribute to the annual security and compliance programme plan

In your first 90 Days, you will:

- Demonstrate full competency in running security operations for Surveil
- Be progressing improvement initiatives as identified and agreed with the CISO
- Provide insights on how we can evolve our Security approach for scale and efficiency.
- Own and drive implementation of strategic security initiatives, with planning and funding, as agreed with the CISO

Apply now at careers@surveil.co to become a part of Surveil's innovative and forward-thinking team.