



# Senior Incident Management and Resilience Lead

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*Job Pack*

Applied Resilience | June 2026

## Welcome from our Chief Executive

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Thank you for taking the time to find out more about this role and about Applied Resilience.

This is an exciting time to be working in resilience. The UK faces a more complex and demanding risk landscape than at almost any point in recent memory, and the organisations that keep communities running — local authorities chief among them — sit at the very heart of how we prepare for, respond to and recover from disruption.

Local government is also entering a period of generational change. As structures, partnerships and responsibilities are reshaped, the need for credible, practical resilience support has never been greater. That makes this a genuinely significant moment — and a role with real purpose and real scope.

It is also a role with room to grow. Applied Resilience is an ambitious organisation, and the work is varied, fast-moving and rarely the same two days running. You will work across a wide range of clients, sectors and challenges, alongside a small, close-knit team that takes the work seriously and genuinely supports and champions each other.

If that sounds like the kind of challenge you would enjoy, we would be delighted to hear from you.



**Nick Moon**

*Chief Executive, Applied Resilience*

## Role at a Glance

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<b>Role</b>	Senior Incident Management and Resilience Lead
<b>Organisation</b>	Applied Resilience
<b>Reporting to</b>	Chief Executive
<b>Location</b>	Hybrid — home, client sites and multi-agency settings (UK-based)
<b>Travel</b>	Regular travel, especially to Surrey — typically 1–2 days per week
<b>Starting Salary</b>	<b>£55,000–£65,000</b> depending on skills and experience. This post also qualifies for performance-related bonuses.
<b>How to apply</b>	<a href="mailto:careers@appliedresilience.org">careers@appliedresilience.org</a>

Applied Resilience is seeking an experienced Senior Incident Management and Resilience Lead to join our senior delivery team.

This is a significant role at an important point in the development of both Applied Resilience and local government resilience. The successful candidate will lead key client relationships, deliver complex resilience programmes, support incident management arrangements and help local authorities navigate major organisational change.

*This is not a traditional emergency planning role.*

It is a senior, client-facing delivery role for someone who can combine strategic advice, practical delivery and credible incident management experience.

## About Applied Resilience

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Applied Resilience is a specialist resilience organisation supporting local authorities, public sector partners and organisations responsible for delivering critical services to prepare for, respond to and recover from disruption.

Our work spans local government, strategic partnerships and a growing range of resilience programmes beyond the traditional public sector, providing our team with exposure to a wide variety of resilience challenges, environments and stakeholders.

### **We work across:**

- Emergency planning
- Business continuity
- Incident management
- Organisational resilience
- Training and exercising
- Assurance and capability reviews
- Live incident support

We work closely with senior leaders, resilience professionals, operational teams and multi-agency partners to help organisations strengthen their resilience in practical, proportionate and sustainable ways.

Whilst we are ambitious about our future growth, we are equally committed to maintaining the collaborative, supportive and practical culture that has underpinned our success to date.

We are a small team that values professionalism, trust, flexibility, teamwork and a willingness to help each other succeed.

We believe great resilience work is delivered by great people working together.

## Why This Role Matters

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Local government is entering one of the most significant periods of change in recent decades. As structures, partnerships and responsibilities evolve, councils will need strong, credible and practical resilience support.

This role will play an important part in that work.

You will support a significant portfolio of local authority clients, including councils involved in local government reorganisation, whilst also contributing to wider strategic advisory, training, exercising and incident management work across Applied Resilience.

You will not simply advise from the sidelines. You will help clients get things done.

## The Role

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### **As Senior Incident Management and Resilience Lead, you will:**

- Lead delivery for a portfolio of local authority and public sector clients.
- Build trusted relationships with Chief Executives, Directors, Heads of Service and resilience professionals.
- Act as a trusted advisor to senior leaders and decision-makers.
- Provide expert support across emergency planning, business continuity, incident management and organisational resilience.
- Lead resilience projects, reviews, plans, procedures, training and exercises.
- Support clients during incidents and emergencies.
- Work within multi-agency arrangements, including Local Resilience Forums.
- Support organisations participating in Incident Management Teams, Tactical Coordination Groups and Strategic Coordination Groups.
- Help clients identify, embed and sustain improvements in resilience capability.
- Support organisational change and local government reorganisation programmes.
- Contribute to the continued development and growth of Applied Resilience.

## Why People Enjoy Working Here

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We are proud of the culture we have built at Applied Resilience.

We work hard and take our responsibilities seriously, but we also recognise the importance of flexibility, mutual support and maintaining a positive working environment.

You will join a close-knit team where people are trusted to get on with the job, supported when they need help and encouraged to contribute ideas and challenge constructively.

We value people who are collaborative, pragmatic and willing to roll their sleeves up when needed. There is no room for egos; our success comes from working together and delivering excellent outcomes for our clients.

As a growing organisation, every member of the team has the opportunity to influence how we develop and where we go next.

We are deliberately building a team of high-quality resilience professionals who enjoy learning from each other and sharing expertise. Our consultants work across a wide range of sectors, clients and resilience disciplines, providing opportunities to broaden experience and develop professionally.

To learn more about the people you could be working alongside, visit our [Meet the Team](#) page.

## About You

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We are looking for someone who combines technical resilience expertise with strong delivery, communication and relationship management skills.

### You may currently work in:

- Local government
- A Local Resilience Forum environment
- Central government
- A resilience, emergency management or risk consultancy
- Another public sector resilience role

You will be comfortable working with senior leaders, managing complex stakeholder relationships and providing clear, calm and credible advice during challenging situations.

You will also be someone who can deliver: plans, reviews, training, exercises, briefings, reports, meetings, improvements and incident support.

Just as importantly, you will be someone who enjoys working as part of a team. We are looking for a positive, adaptable and delivery-focused individual who is prepared to support colleagues, share knowledge and contribute to a collaborative working culture.

We value people who take ownership, solve problems, maintain perspective during pressure and approach challenges with a practical can-do attitude.

## Essential Experience

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### We are looking for evidence of experience in:

- Emergency planning, business continuity, incident management, crisis management or organisational resilience.

- Working within or alongside local authorities or comparable public sector organisations.
- Supporting responses to significant incidents or disruptive events.
- Working in multi-agency environments.
- Advising senior leaders and decision-makers.
- Building and maintaining trusted relationships with senior stakeholders, clients or partners.
- Delivering resilience projects, programmes, training or exercises.
- Managing complex stakeholder relationships.

## Essential Skills

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### You will need:

- Excellent written and verbal communication skills.
- Strong facilitation and presentation skills.
- Strong client relationship management skills.
- The ability to operate confidently under pressure.
- Sound judgement and political awareness.
- The ability to manage competing priorities across multiple clients or workstreams.
- The ability to operate effectively both independently and as part of a collaborative team.
- A practical, delivery-focused approach.
- The ability to build trust quickly with clients and partners.

## Desirable Experience

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### It would be helpful, but not essential, if you have experience of:

- Local Resilience Forum structures.
- Tactical Coordination Groups or Strategic Coordination Groups.
- Local government reorganisation or organisational transformation.
- Consultancy or client-facing advisory work.
- Contributing to bids, proposals or service development.
- Working across multiple local authority areas.

## What We Offer

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This is an opportunity to join a growing organisation with a strong reputation, clear purpose and supportive culture.

## We offer:

- **Starting salary £55,000–£65,000** depending on skills and experience, plus performance-related bonus.
- **Fully flexible, hybrid working** — recognising that travel to client sites across Surrey and beyond will be required at times.
- **28 days' annual leave** plus public holidays.
- **Fully comprehensive private medical and dental cover.**
- Top-of-the-range ICT equipment and tools.
- Meaningful work with real public value.
- A high degree of autonomy and trust.
- Exposure to senior leaders across local government and the wider public sector.
- Involvement in major resilience and organisational change programmes.
- The opportunity to support live incidents and real-world challenges.
- A diverse portfolio of clients, sectors, projects and resilience disciplines, providing exceptional opportunities for professional development and career growth.
- Professional development and progression opportunities.
- A collaborative, experienced and supportive team environment.
- The opportunity to influence the future direction of a growing organisation.
- The chance to make a genuine difference to the resilience of communities, organisations and public services.

## Security Clearance

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Due to the nature of our work, the successful candidate will be required to undergo pre-employment screening.

As a minimum, candidates must be able to successfully pass Baseline Personnel Security Standard (BPSS) checks.

The successful candidate must also be willing to undergo further security vetting where required by clients or projects, including but not limited to Security Check (SC) clearance.

## Equal Opportunities

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Applied Resilience is an equal opportunities employer. We are committed to building a diverse and inclusive team and welcome applications from all suitably qualified individuals regardless of age, disability, gender reassignment, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

We are happy to discuss reasonable adjustments to our recruitment process at any stage — just let us know what you need.

## What Success Looks Like

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### In this role, success will mean:

- Clients trust you.
- Senior leaders value your advice.
- Resilience professionals see you as credible and practical.
- Programmes are delivered effectively.
- Incidents are supported professionally.
- Lessons are turned into tangible improvements.
- Strong relationships are built across client organisations and partner agencies.
- Applied Resilience continues to be seen as a trusted delivery partner, not just an external advisor.

## How to Apply

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To apply, please send your CV and a supporting statement to [careers@appliedresilience.org](mailto:careers@appliedresilience.org).

Your CV should set out your career history and relevant experience. Your supporting statement should be approximately 1,500 words, and should cover three things:

- Why this role, and why Applied Resilience?
- Tell us about a significant incident where you supported or advised senior leaders, and the part you played.
- Tell us about delivering resilience work while juggling competing demands.

Please also let us know your current notice period and any limitations on your availability.

**Closing date: No later than 23:59 on 3 July 2026.**

## Selection Process

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- We will assess applications against the essential criteria set out in this pack.
- Shortlisted candidates will be invited to interview.
- Interviews are expected to be held in person in Surrey (location to be confirmed).
- Full details of the interview, including any assessment or presentation task, will be confirmed in your invitation.

**Interview date(s): 13 and 14 July 2026.**

*We recognise that many of the strongest candidates may not be actively looking for a new role. If you would like an informal, confidential conversation before applying, please contact us at [careers@appliedresilience.org](mailto:careers@appliedresilience.org). Please note, we will do our very best to accommodate these requests, however it is not always possible.*