



Oracle Fusion Security Architect

Candidate Information

Nov 2025

The Institute of Cancer Research

About our organisation

We are one of the world's most influential cancer research institutes with an outstanding record of achievement dating back more than 100 years. We are world leaders in identifying cancer genes, discovering cancer drugs and developing precision radiotherapy. Together with our hospital partner The Royal Marsden, we are rated in the top four centres for cancer research and treatment worldwide. As well as being a world-class institute, we are a college of the University of London.

We came second in the league table of university research quality compiled from the Research Excellence Framework (REF 2021). We have charitable status and rely on support from partner organisations, charities, donors and the general public. We have more than 1000 staff and postgraduate students across three sites – in Chelsea and Sutton.

To support delivery of an ambitious new strategy, the ICR has begun a programme of transformation to achieve our vision for an excellent and sustainable organisation, that is ready to meet the challenges of the future. Our 'Evolve' principles create a framework for achieving these goals, through building modern, easy-to-use, sustainable and efficient support services, which are always improving and adding value. Stratus will be one of three key programmes (alongside growing our income and developing our estate) through which we deliver an excellent and sustainable organisation.

Our mission
is to make the
discoveries that
defeat cancer.

Stratus will implement a cloud-based Enterprise Resource Planning software-as-a-service (SaaS) solution, and support the organisation to adopt simple, standard and modern processes in our everyday operations.

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Our values

The ICR has a highly skilled and committed workforce, with a wide variety of roles, each requiring different skills. But whether you work as a researcher, or work as part of our corporate team, your work and behaviour is underpinned by these six values. They are what bring us together as one team - as 'One ICR'.



Pursuing excellence

We aspire to excellence in everything we do, and aim to be leaders in our field.



Acting with Integrity

We promote an open and honest environment that gives credit and acknowledges mistakes, so that our actions stand up to scrutiny.



Valuing all our people

We value the contribution of all our people, help them reach their full potential, and treat everyone with kindness and respect.



Working together

We collaborate with colleagues and partners to bring together different skills, resources and perspectives.



Leading innovation

We do things differently in ways that no one else has done before, and share the expertise and learning we gain.



Making a difference

We all play our part, doing a little bit more, a little bit better, to help improve the lives of people with cancer.



Our values set out how each of us at the ICR, works together to meet our mission – to make the discoveries that defeat cancer. They summarise our desired behaviours, attitudes and culture – how we value one another and how we take pride in the work we do, to deliver impact for people with cancer and their loved ones.”

Professor Kristian Helin
Chief Executive

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Job description

Department:	Digital Services
Pay grade / staff group:	Professional Services 02
Hours / duration:	Full time (35 hours per week) Fixed term contract until Nov 2026
Reports to:	Stratus Programme Director
Main purpose of the job:	The Security Lead will be responsible for developing the Security strategy, ensuring that the ICR solutions are secure and well governed, approved based on enterprise and applications level at industry standards. This role will include security with Oracle Fusion applications and the integration to non-Oracle products, the Security lead will ensure sustainable security set up across all aspects of the Stratus security, including but not limited to Oracle Role Based Access.

Duties and responsibilities:

- Develop and implement the Security strategies, plans, and procedures specifically for the implementation of the ICR Stratus programme using applications including Oracle Fusion, as well as third party applications to ensure full end to security scrutiny.
- Lead and manage the ICR and third-party testing plan and resources ensuring effective collaboration and communication and adherence to ICR and programme principles.
- Ensure all aspects of security are developed to align with best practise, including but not limited to applications, enterprise security.
- Oversee all aspects of security assurance for Oracle applications, integrations and migrations to create end to end processes, based on ICR use cases including establishing metrics, applying industry best practices, and developing new tools and processes.
- Coordinate and manage Security testing activities across multiple projects, products and teams.
- Ensure that all security activities are executed in a timely manner and meet the required quality standards.
- Identify, document, and track software breaches.

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Provide regular reports on progress, results, and other relevant metrics.

Collaborate with external and third party development teams to ensure seamless integration and delivery of Oracle software products.

Stay up-to-date with the latest industry trends and technologies in Oracle software security and Oracle Fusion stack.

General

All staff must ensure that they familiarise themselves with and adhere to any ICR policies that are relevant to their work and that all personal and sensitive personal data is treated with the utmost confidentiality and in line with the General Data Protection Regulations

Any other duties that are consistent with the nature and grade of the post that may be required.

To work in accordance with the ICR's Values.

To promote a safe, healthy and fair environment for people to work, where bullying and harassment will not be tolerated.

This job description is a reflection of the present position and is subject to review and alteration in detail and emphasis in the light of future changes or development.

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Education and Knowledge

Bachelor's degree in Computer Science, Information Technology, or a related field or equivalent relevant experience.	Essential
Proven experience as an Oracle Security Lead in multiple implementations.	Essential
Experience with the alignment of Oracle Fusion products and internal security processes such as single sign on,	Essential
Strong knowledge of Oracle software methodologies, tools, and processes.	Essential
Certifications in Oracle software (e.g., Oracle Certified Professional).	Desirable
Experience with Agile and DevOps methodologies in an Oracle environment.	Desirable
Experienced in leading, coordinating and managing an Oracle Fusion ERP Security workstream	Essential
Ability to manage the security and governance of multiple Oracle modules and priorities in a fast-paced environment.	Essential
Excellent problem-solving and troubleshooting skills.	Essential
Excellent Proactive leadership, communication, and interpersonal skills.	Essential
Strong analytical and problem-solving skills.	Essential
Ability to work with third parties	Essential
Attention to detail and a commitment to quality	Essential

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SFIA Skills

The tables below list the essential SFIA skills, at the relevant level, needed for the position.

Category	Skill	Required Level
Strategy and architecture	Continuity management	5
	Financial management	3
Change and transformation	Acceptance testing	5
	Feasibility assessment	5
	Project management	5
	Requirements definition and management	4
Development and implementation	Business intelligence	4
	Product management	5
	Systems development management	5
	Systems design	5
Delivery and operation	Application support	4
	Service level management	5
	Systems installation and removal	4
	Technology service management	4
	Asset management	3
	Change control	5
	Problem management	5
	Service catalogue management	3
People and skills	Performance management	5
	Professional development	4
Relationships and engagement	Contract management	4
	Customer service support	4
	Stakeholder relationship management	4
	Supplier management	4

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SFIA Supplementary documents

The table below lists the supplementary documents provided. These explain the SFIA framework for those unfamiliar with it, and provide a detailed breakdown of each skill listed above and its importance for the role and how it will be used.

Document	Function
SFIA 8 Summary Chart	Provides a summary chart of the SFIA professional skills and a summary of the generic attributes.
SFIA 8 The framework reference	Provides the full description of the SFIA levels of responsibility, the generic attributes that define the SFIA levels, the behavioural factors, knowledge statements and all the SFIA professional skills.
SFIA 8 skills and responsibilities spreadsheet	Provides the content of the SFIA levels of responsibility, the generic attributes and the professional skills.

These documents can be downloaded here:

[SFIA 8 Summary Chart](#)

[SFIA 8 Skills and Responsibilities](#)

[Spreadsheet SFIA 8 Framework Reference](#)

We offer a fantastic working environment, great opportunities for career development and the chance to make a real difference to defeat cancer. We aim to recruit and develop the best – the most outstanding scientists and clinicians, and the most talented professional and administrative staff.

The annual leave entitlement for full time employees is 28 days per annum on joining. This will increase by a further day after 2 years' and 5 years' service.

Staff membership to the Universities Superannuation Scheme (USS) is available. The USS is a defined benefit scheme and provides a highly competitive pension scheme with robust benefits. The rate of contributions is determined by USS and details of the costs and benefits of this scheme can be found on their website. If staff are transferring from the NHS, they can opt to remain members of the NHS Pension Scheme.

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Benefits

We offer a range of family friendly benefits such as flexible working, a parents' group, and a maternity mentoring scheme. Other great benefits include interest free loans for discounted season tickets for travel and bicycle purchases, access to the NHS discounts website, a free and confidential Employee Assistance Programme which offers a range of well-being, financial and legal advice services, two staff restaurants, and access to a gym and sporting facilities at our Sutton site.

Further information

You may contact Sonal Patel for further information by emailing Sonal.Patel@icr.ac.uk. This job description is a reflection of the current position and is subject to review and alteration in detail and emphasis in the light of future changes or development.