POSITION DESCRIPTION

Head of Technology

ReadyTech (ASX:RDY) exists to help communities thrive, and ReadyTechers flourish on making that change happen.

They enjoy taking on challenges that matter to our customers, communities, and the world – and working to solve them with incredible technology that helps navigate complexity, while also delivering meaningful outcomes.

ReadyTechers are enterprising, and hungry to make a difference. But, more than ever, ReadyTechers are *ready for anything*.

POSITION DESCRIPTION

Title	Head of Technology	Location	Australia
Report to	Chief operating Officer	Direct report(s)	Engineering managers

The purpose of this role

What is the main reason for this role?

The Head of Tech is responsible for technology planning with a business mindset. They own the tech vision and the tech roadmap, build the engineering brand, research new technologies, supports the Head of Product and the product plans, leads experimental projects, partners with sales on key deals, manages the technology costs.

The key accountabilities of the role

1. Technical Strategy: The Head of Tech is responsible for developing and implementing ReadyTech's technical strategy, aligned with the overall business strategy and goals. They are accountable for identifying technology trends, evaluating new technologies, and developing a road map to achieve business objectives through technology.

2. Technical Operations: The Head of Tech is accountable for the efficient and effective operation of ReadyTech's technology infrastructure, systems, budgets, and applications. They are responsible for ensuring the technology infrastructure is secure, reliable, scalable, and compliant with relevant regulations and standards.

3. Technical Talent Management: The Head of Tech is responsible for hiring, developing, and retaining ReadyTech's technical talent. They are accountable for building a high-performance culture, providing professional development opportunities, and creating an environment that fosters innovation and collaboration.

4. Technical Stakeholder Management: The Head of Tech is accountable for building and maintaining strong relationships with internal and external stakeholders. They must effectively communicate technical information to non-technical stakeholders, collaborate with cross-functional teams, and manage relationships with external technology partners and vendors.

The key responsibilities of the role

Collaborating with cross-functional teams: The Head of Tech works closely with other leaders in ReadyTech to understand their needs and ensure that technology solutions are aligned with the ReadyTech's overall goals. This includes collaborating with business leaders, product teams, and other stakeholders to identify technology requirements and solutions.

Developing and executing the technology strategy: The Head of Tech is responsible for developing and executing the technology strategy that aligns with ReadyTech's business goals. This includes identifying new technology trends, evaluating existing systems and infrastructure, and making recommendations for improvements or upgrades.

Technical Innovation: Drive technical innovation within ReadyTech, fostering a culture of continuous improvement and learning and exploring new opportunities to enhance the segment's technical capabilities.

Team Development: Foster the professional growth of the technical team by providing mentorship and guidance, creating a collaborative work environment that encourages innovation and excellence. Support the team in adopting emerging technologies and facilitate their participation in relevant professional development opportunities to enhance their performance and engagement.

The ideal candidate will have these:

1. Skills

1. Leadership: As the head of a technical team, the ability to lead and manage people is essential. You should be able to inspire and motivate your team to achieve their goals and ensure that they are aligned with the organization's objectives.

2. Strategic thinking: A Head of Technology should be able to think strategically and develop technology strategies that align with the organization's business goals. You should be able to anticipate technology trends and developments that could impact the organization and develop plans to address them.

	3. Technical expertise: A Head of Technology should have a strong technical background and be familiar with a broad range of technologies. You should be able to evaluate technology solutions and make informed decisions about which ones to adopt.
	4. Communication: A Head of Technology should be able to communicate effectively with technical and non-technical stakeholders. You should be able to explain technical concepts in simple terms and make sure that everyone in the organization understands the technology strategy.
	5. Problem-solving: A Head of Technology should be a skilled problem-solver who can identify and resolve issues quickly. You should be able to analyse complex problems, develop creative solutions, and make data-driven decisions.
2. Knowledge	• Bachelor's or Master's degree in Computer Science, Information Technology, or related field.
3. Experience	• 10+ years of experience in a technology leadership role. • Experience managing teams of 20+ technical professionals. • Proven experience in developing and executing technology strategies that align with business goals. • Experience with software development methodologies, infrastructure management, and information security.