



Chief Technology Officer

Department: IT

Reports to: CEO

Contract: Permanent

Office Location: New Malden, Greater London

Working Arrangement: 4 days in the office

Salary: Competitive + attractive benefits package

Key Responsibilities:

Strategy

- Sets and delivers the technology and product vision to support business growth.
- Defines short and long term technology priorities aligned with strategic goals.

Product Development

- Leads the design and development of scalable, high-quality SaaS products that drive business growth.
- Leverages & integrates digital emerging technologies to create innovative and appropriate solutions to give the business a competitive edge. Refines and prioritizes technical roadmaps accordingly.
- Identifies and addresses technical debt, ensuring sustainable, efficient development processes that balance innovation with product stability, quality and reliability.
- Monitors system performance and reliability by continuously tracking key metrics against SLA's to identify anomalies or potential issues before they escalate into major problems.

Commercial & Customer Insight

- Develops and maintains an up to date understanding of the competitive landscape to shape product and solution development.
- Drives the development of the roadmap to target client needs and market trends to enhance client satisfaction and user experience.

Data Management

- Safeguards sensitive information to maintain trust with clients and partners by ensuring robust data protection measures are embedded for data integrity, security and accessibility.
- Collaborates with external advisors to navigate complex compliance frameworks effectively and efficiently.
- Leverages a practical understanding of AI, machine learning and analytics to empower both teams and clients to drive new insights in line with evolving legislation and compliance.

Infrastructure & Security

- Ensures IT systems, cloud infrastructure and cybersecurity are robust, scalable and aligned with business needs to mitigate risk and support operational continuity.
- Champions effective and pragmatic governance and compliance with legal, regulatory and internal requirements.
- Leads the security and compliance strategy to protect customer data. Ensuring adherence to relevant regulations (e.g. UK GDPR, GDPR, CCPA) and maintaining key certifications (e.g. ISO 27001:2022, Cyber Essentials+). Overseeing regular audits to maintain certification and safeguard sensitive data.
- Assesses additional frameworks (e.g. SOC2) as needed to support international growth and evolving client expectations.

Budget & Resource Management

- Manages the technology and product development budget and makes informed investment decisions that balance innovation and budget considerations.
- Manages relationships with technology vendors, partners and third-party providers (including third-party contractors) to ensure the best tools and services are leveraged to support the company's technology strategy.

Team Leadership & Development

- Builds, coaches and scales a high performing collaborative team.
- Fosters innovation, accountability and continuous improvement.
- Champions OKRs, agile practices and a culture of learning.
- Identifies and develops talent pipeline to fill critical roles and potential future leaders to futureproof the team.
- A member of the group Leadership Team, with the associated responsibility to contribute, support and lead across the whole organisation.

Requirements & Experience:

Proven experience as a CTO or similar leadership role within a **B2B SaaS business** environment, ideally with knowledge of the talent assessment or HR Tech industries.

Technical Skills & Knowledge

- Ability to **translate business requirements into high quality scalable solutions** that are designed and built within budget and agreed timeframes without the need for expensive re-work and avoid technical debt.
- Have a deep understanding of **software development methodologies, cloud infrastructure, DevOps practices, and modern technology stacks** (e.g., Azure, monolith/microservice architecture). Able to provide hands-on technical expertise and to, when needed, get involved in detailed technical discussions.
- Knowledge and practical experience in **artificial intelligence (AI) and machine learning (ML)**, including the development and deployment of AI-driven solutions. Proficient in leveraging AI to enhance product offerings, improve operational efficiency and drive innovation within the SaaS environment.
- **Data science and analytics** – collecting, analysing and interpreting complex data sets to uncover key patterns, trends and valuable insights to drive strategic decision making.

Leadership & People Skills

- **Hands on leadership style** with strong connections to the day to day operations.
- Excellent **communication** skills – effectively communicates technical strategies, challenges and achievements to board members and other stakeholders. Promotes open communication amongst team members and cross functionally.
- Combines **strategic thinking with a challenger mindset** to drive continuous improvement and long term value.

Apply Now

If you are interested in applying, please complete the form on the [website](#).

If you have any questions about this opportunity or the assessment process please contact us at careers@savilleassessment.com.

Applicants must have the right to live and work in the UK.