

<b>Job title</b>	<b>Head of Technology Strategy and Governance</b>		
<b>Job family</b>	<b>Research &amp; Development</b>	<b>Band</b>	<b>F</b>

**Job purpose**

The purpose of the role is to establish and maintain BBC’s technology strategy and sustainable governance over Broadcast, Enterprise and Digital technology estate. The Head of Technology Strategy and Governance will lead the wider technology strategic planning process in conjunction with business and technology and product groups. This role ensures the BBC’s technology strategy contributes towards BBC’s mission and strategic priorities.

This role will drive the changes required in making the R&D department relevant and relatable across the BBC and in the industry. Responsible for delivering innovative and transformative solutions that support BBC’s strategic priorities. This role will bring strong leadership and team building skills fostering an environment of inclusivity, growth and personal development.

**Key responsibilities and accountabilities**

- Provide leadership in facilitating the definition of BBC’s technology strategy and priorities across 1, 3 and 5 years. Maintaining architectural integrity, setting out target-state and managing impact of technology changes over time.
- Manage a portfolio of technology changes and act as a Design Authority for critical technology decisions. Maximising return on technology investment as a whole and minimising future legacy technology debt.
- Maintain awareness of the media, news and public service context in which BBC has on-going research and development activity, together with advancements in these areas that will sustain the BBC at the forefront of its field.
- In conjunction with the CTO, CPO and respective leadership team create a business plan, with a clear understanding of technology risk, maturity and investment profile requires over-time.
- Coordinating, tracking and reporting on outcomes for the Strategy and Delivery Plans at operational, Executive and Board level.
- Establish and maintain a function that provides a consistent and integrated approach to technology governance in line with the organisation's corporate governance requirements.
- Ensure all projects are designed to be aligned and contribute to the overall maturity of the R&D departments portfolio of activity, with timely reporting of performance, breakthroughs and value realisation for the BBC and industry.
- Maintain awareness of technological advancements that will sustain the BBC at the forefront of its field.
- Support the Director, Research and Development to deliver against BBC’s Agreement obligations relating to R&D, ensuring that work can be audited to the level required by any contractual obligations.
- Effectively communicating with product and service leaders (and often R&D researchers) throughout the planning and execution of technical strategy.

- Create and lead multidisciplinary research team(s), applying highly developed process driven decision making, to achieve the R&D's strategic aims.
- Responsible for defining your area's activities, negotiating a budget, agreeing and overseeing recruitment, and being ultimately accountable for the delivery of that work to meet the agreed departmental work plan.
- Contribute to R&D department and be accountable for your team against corporate diversity and inclusion, location, and sustainability targets.

### Knowledge, skills, training and experience

#### Essential

- Dedicated to connecting across the organisation with an open approach and a willingness to adapt and change
- Fluent in the financial and business implications of particular architecture choices and alternatives
- Negotiating and conflict-handling skills to ensure the best outcome for the BBC in the face of complexity and uncertainty
- Proactively seeks out opportunities for innovative and disruptive business and technology change and creates mechanisms to positively sell that change
- Uses a diverse range of influencing techniques to influence at any level internally and externally, encouraging shared ownership between R&D and stakeholders.
- Able to gain entry with difficult stakeholders. Anticipates potential conflict and proactively addresses situations before they materialise.
- Provide leadership across delivery technical experts, commercial experts, third parties and the wider business organisation.
- Translator: An individual with exceptional communication skills who translates across languages of technological capabilities and organisational needs.
- Integrator: A consummate diplomat that bridges organisations demands with achievable goals— industry trends into actionable items. To be disruptors and catalysts for change, but must also build consensus and serve as a cross-functional integrator.
- Disruptor: An individual who challenges the status quo in order to provide effective technology and digital transformation.
- Ability to consistently make timely decisions even in the face of complexity, balancing systematic analysis with decisiveness.

### Job impact

#### Decision making

- Provides a leadership role in conducting research and development; promoting efficiency, cost-effective, standardisation and innovative practices across the BBC.
- Contributing towards the positioning of BBC in the future and the advancement of industry using technology, innovation, partnership and collaboration.

#### Scope

## JOB DESCRIPTION



- This is a leadership role providing technical leadership across: programme, product and operating model; editorial and delivery teams; an emerging matrix organisation and third parties
- Strategic dimensions: covering near and long-term (5+ years)
- People Management: 4+ direct reports. Develops, coaches, motivates, energises and inspires fellow team members .
- Oversee the quality of the work performed by members of any project / partner teams that they lead to ensure it delivers measurable business benefits and maintains integrity with the overarching business and technical strategies.

Other information	
For Reward team use only	
Job Code	
Definition:	Content / Content Support / Support

*This job description is a written statement of the essential characteristics of the job, with its principal accountabilities, incorporating a note of the skills, knowledge and experience required for a satisfactory level of performance. This is not intended to be a complete, detailed account of all aspects of the duties involved.*