

Chief Technical Officer

As our Chief Technology Officer (CTO), you will play a pivotal role in shaping and delivering our digital and technological strategy to support our mission and future growth. This is a key leadership position, responsible for driving innovation, ensuring a robust and secure technology infrastructure, and aligning technical solutions with business goals. We're looking for a visionary leader with strong technical expertise and a collaborative mindset, who can inspire teams, manage key technology partnerships and help us harness technology to serve our audiences in new and engaging ways.

Welsh Language Commitment

Welsh language skills are not essential for this role, but they are desirable. We are proud to be a Welsh language broadcaster and expect all team members to value and respect the Welsh language and culture. We actively support and encourage learning Welsh in the workplace, and we're looking for someone who is open to developing their understanding and appreciation of the language as part of their journey with us.

Key Responsibilities:

- Develop and lead the organisation's overall technology strategy, aligning with S4C's mission, values, and growth goals.
- Manage the selection, implementation and maintenance of technology infrastructure and software, including real-time technologies and virtual production workflows whilst staying abreast of industry trends and emerging technologies, identifying opportunities for innovation and improvement.
- Oversee all technical aspects of broadcast operations, including transmission and playout, infrastructure, and contribution and distribution networks.
- Drive digital transformation across platforms – ensuring a seamless, innovative viewer experience across broadcast, online, and on-demand services.
- Lead on the development and maintenance of a resilient, secure, and scalable technology architecture.
- Champion innovation in areas such as AI, automation and data analytics.
- Oversee S4C's IT and cyber security strategy and lead on replacement of S4C's broadcast management system, ensuring compliance and protection of systems and data and suitability for S4C's multi-platform strategy.

- Build strong relationships with internal teams and external partners including production companies and suppliers and manage contractual relationships with suppliers of outsourced technology services.
- Lead, inspire and develop high-performing technology teams with a focus on culture, diversity, and continuous improvement.
- Manage budgets, risk, procurement, and lifecycle planning for all technical systems and capital investment projects.
- Ensure compliance with all relevant broadcasting, digital, and data regulations (e.g., Ofcom, GDPR).
- Provide strategic input at Board and Executive level, acting as a key advisor on all technology-related matters, and represent S4C in industry-wide forums on future developments in television.

Skills & Experience:

- Proven experience in a senior technology leadership role, ideally within broadcast/media/digital environments.
- Strong knowledge of traditional broadcast technologies and digital platforms.
- Track record of delivering large-scale technology and transformation programmes.
- Deep understanding of cyber security, data privacy, and IT infrastructure.
- Excellent leadership and stakeholder engagement skills.
- Strategic thinker with a hands-on, collaborative approach.
- Ability to adapt to changing priorities and fast-paced environments.

Distribution

- Proven experience in onboarding to various technology platforms.
- Experience of managing project and technology development cycles.
- Understanding and implementation of Metadata requirements e.g. to ensure maximum visibility of S4C content across all platforms.
- Experience of working with third party platforms where the S4C (or comparable provision) is available (e.g., iPlayer).
- Experience of leading development projects whilst working with multiple stakeholders.
- Experience of working with Dual Languages Audio and Subtitles as well as all other Access Services and ancillary functions.
- Understanding of the encoding process required for file delivery (e.g., to Clic, iPlayer and other players, for both VOD and live content, as well as the technology systems that support publication on these platforms e.g., AWS).

- Understanding of consent management and data manipulation from subscribers to streaming platform services.

Person Specification

Feature	Essential	Desirable
Qualifications	Degree or equivalent experience	<p>Welsh language skills</p> <p>Project Management qualification e.g. Prince</p> <p>Agile or Scrum Certification</p> <p>AWS or Google Cloud Certification</p>
Experience	<p>Strong leadership, technical expertise and strategic thinking skills to manage and innovate our company's technology infrastructure.</p> <p>The experience to oversee technology strategic direction, planning, development, implementation and support, ensuring the efficient and effective use of technology in alignment with S4C's business goals.</p> <p>Experience in the development and maintenance of IT infrastructure, including cybersecurity, digital transformation initiatives and managing relationships with external vendors.</p> <p>Exceptional Project Management Skills. Experience in running large project with multiple stakeholders.</p> <p>Experience in running project portfolios.</p> <p>Experience in managing business change.</p> <p>In depth knowledge of Infosec security and preventative</p>	<p>Experience in Commercial negotiations with third party providers.</p> <p>Experience in providing, procuring or organising cyber security or Infosec training and updates.</p>

	<p>measures. Proven track record of strategic planning and cyber risk mitigation and solutions.</p> <p>Experience in providing, procuring or organising cyber security or Infosec training and updates.</p> <p>Experience in managing relationships with third party providers.</p> <p>Experience in using data and analytics to monitor and evaluate service agreements.</p> <p>Exceptional Project Management Skills. Experience in running large project with multiple stakeholder</p> <p>Experience in running project portfolio.</p> <p>Experience in managing business change.</p> <p>In depth knowledge of information security and preventative measures. Proven track record of strategic planning and cyber risk mitigation and solutions.</p> <p>Experience in managing relationships with third party providers.</p> <p>Experience in using data and analytics to monitor and evaluate service agreements. Proven experience in onboarding to various technology platforms.</p> <p>Experience of managing project and technology development cycles.</p>	
Skills and Knowledge	An understanding of AWS DEV Ops and associated stakeholder management.	Familiarity with ISO 27001, NCSC guidelines (UK's National Cyber Security Centre) or equivalent.
Personal Characteristics	Excellent leadership and stakeholder engagement skills.	

	Strategic thinker with a hands-on, collaborative approach.	
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Further Details

Location: Your usual place of work will be S4C, Central Square, Cardiff. There are S4C offices in Carmarthen, Cardiff and Caernarfon and we operate a hybrid working policy. You will be asked to attend the S4C offices in Caernarfon and Carmarthen from time to time.

Salary: In line with experience

Contract: Permanent

Probation Period: 6 months

Working Hours: 35.75 hours per week. Due to the nature of the position, flexibility is expected, including working outside office hours, some weekends and bank holidays.

Holidays: In addition to the statutory bank holidays, you will be entitled to 26 days of paid holiday per year. (Please note that the annual leave will be pro rata if working part time).

Pension: Paid staff are entitled to join a Group Personal Pension Scheme subject to the terms of any existing scheme which is amended from time to time. If you are a member of the Group Personal Pension Scheme, S4C will contribute 10% of your basic salary to the Scheme. You will be expected to contribute 5%.

Applications

If you would like an informal chat about the role or have questions about the appointment, please contact nia.bennett@effectusHR.com who will be happy to arrange a call.

To apply, please email nia@effectusHR.com with:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the criteria as described in the job description providing relevant examples.

We are working exclusively with effectusHR on this role and are not accepting unsolicited CVs, approaches, or proposals from other agencies. Any CVs submitted outside of this agreement will be treated as unsolicited and will not be eligible for agency fees.

AI Use

If you choose to use AI or similar tools, please ensure your responses are accurate, truthful and reflect your own experience and words. Applications that are not original or are AI-generated may be rejected.

During the interview, the use of AI or recording tools is not permitted unless agreed in advance for accessibility reasons. Any evidence of unauthorised use may result in your application being withdrawn.

Equal Opportunity and Diversity

S4C does not allow discrimination based on gender, race, colour, disability, ethnic background or social-economic background, age, family status, marital status or civil partnership, part-time or full-time employees, religion, politics, sexual orientation, gender reassignment, pregnancy and maternity, language use (except where the ability to communicate in Welsh is necessary for the post) or any other irrelevant difference, and it is committed to considering diversity in a positive way. S4C welcomes and encourages job applications from groups that may be under-represented, including females, black and minority ethnic people and people with disabilities. Open and fair competition principles are in operation and appointments are decided on merit.