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| **SAVE THE CHILDREN INTERNATIONAL ROLE PROFILE** |  |
| Position Title:  | Senior Lead, Transformation IT Delivery  |
| Position ID: | TBC |

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| **Team** | Technology Strategy and Transformation | **Grade** | P6 |
| **Reports To**  | Director of Technology Strategy and Transformation | **Contract Length** | Until April 2025 |
| **Location [Physically based in]** | Any existing SCI office location | **Time-zone [the time-zone that the role holder must be available to work in]** | Europe, WCA, ESA, MENAEE Time Zones (UTC/GMT + / - 3 hours)  |
| **Language(s)** | English | **Positions available** | 1 (may vary based on project demand) |

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| **Team and Job Purpose** |
| **Team purpose**Purpose of the team is to lead on the strategic planning, design and delivery of digital and data technology solutions used across SCA. The team will be key to defining the Technology strategy including roadmaps for product developments, ensuring our systems remain fit for purpose, maximising the value they deliver and enabling our organisation to achieve impact for children. Working in partnership with Transformation Delivery, the team will be accountable for planning, design and delivery of digital and data technology solutions to Transformation Delivery projects, SCI Functions and internal IT functions. **Role purpose**IT Leads play a key role in the delivery of technology driven transformation initiatives at Save the Children. As the Senior IT Lead the role holder is responsible to demand management and allocation of IT Leads to projects and acts as a mentor, coach and point of escalation to the community of IT Leads and drives continuous improvement of ways of working. The role holder will also partner closely with the Director of Technology Strategy and Transformation and Director of Transformation Development when assessing and shaping new transformation initiatives and conducting feasibility studies, this includes partnering with IT Heads of functions to bring clarity to the resource implications of proposed initiatives (this includes scaling up teams, creating new capabilities or using 3rd parties). The role holder will also be assigned to the high complexity high impact transformation initiatives and is responsible for all IT components of delivery in these initiatives. The role will lead on project engagement with all the IT teams including architecture, development, support, and infrastructure and information security. The role holder owns the IT components of the project plan and manages the assigned IT resources to ensure execution to plan and completion of project documentation. The role works closely with PMO to ensure all IT components are appropriately resourced and budgeted and collaborate with business analysts and business stakeholders to ensure successful outcomes.  |

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| **Principal Accountabilities** |
| * Oversee community of IT Leads managing allocation to projects. Provide coaching, training, mentoring and supporting with issue escalation and resolution to all IT Leads. Lead on IT input into the delivery frameworks and methodologies, helping to mature these across the organization
* Partner with TDIT Directors to assess, shape and conduct feasibility studies for new and emerging transformation initiatives
* Working closely with Project Lead, Project Manager and PMO to ensure projects the role holder is assigned to stay on time and budget by planning, estimating and managing the IT components of project plan including resourcing/demand management, budgeting, risk & issues and status reporting
* Work closely with Project Leads and PMO to set the technology strategy for the project based on the project scope and agree delivery approach and methodology e.g. waterfall, agile, proof of concept, minimum viable product, global versus local built and use of template solutions
* Work closely with change and deployment teams to ensure common understanding of technical versus business go lives and how technical deployment aligns with the business deployment plans and schedules
* Matrix manage all IT resources required to deliver the project and drive a one team culture where the necessary capabilities within the IT function (including architecture, application development, testing, application support and services, information security and infrastructure) are all part of the project delivery team
* Ensure IT project deliverables and documentation (e.g. solution blueprints, high level and low level designs, test approaches, plans and scripts etc.) are completed to a high standard and follow appropriate governance e.g. Enterprise Architecture Board, Portfolio Progress Meeting Stage Gates, Change Approval Board
* Manage 3rd parties as necessary including contract staff, vendors and service providers
* Ensure new technologies and services are transitioned into business as usual working with the Application Services function to set support teams up for success and make sure we don’t deliver anything that cannot be supported.
* Work closely with product owners and product development managers to ensure that project use of environments and release/deployment plans align with demand from other sources and dependencies are managed effectively
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| **Budget** |
| N/A |

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| **People Management Responsibility** (direct/indirect reports) |
| Number of people managed in total: 0Manager of a team: NoTeam Manager (manager of multiple teams): No |

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| **Size of Remit** |
| Global |

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| **Travel Requirements** |
| International travel required: YesPercentage of required for travel: varies depending on nature of the project. Max of 20% |

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| **Key Relationships** |
| **Internal** (excluding direct team and manager)* Business Product Owners
* Business Stakeholders
* Transformation Delivery (TD) (PMO, Project Teams, Business Analysis and Change Deployment)
* Functional Experts (Business and IT)
* Other IT teams (specifically, Testing & Release Management, Information Security, Architecture, BI, Operations and Support)

**External*** Vendors
* 3rd Party Support organisations
* Save the Children Member Organisations
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| **Competencies** |
| Cluster: Leading Competency: Leading and Inspiring Others Level: Leading Edge Behavioural Indicator: Creates and engages others in a shared vision and strategy that will deliver more for children. Cluster: LeadingCompetency: Delivering ResultsLevel: Leading EdgeBehavioural Indicator: Pursues opportunities managing risks and uncertainty to enable the organisation to deliver more for children .Competency: Developing Self and OthersLevel: AccomplishedBehavioural Indicator: Creates space for others to learn and provides challenging and stretching tasks and assignments when people are ready for them .Cluster: ThinkingCompetency: Problem Solving and Decision MakingLevel: AccomplishedBehavioural Indicator: Uses data and evidence to drive decision making for quality improvement .Competency: Innovating and AdaptingLevel: Leading EdgeBehavioural Indicator: Creates culture to ensure that people, processes and technology create an agile organization responding quickly to external events .Cluster: EngagingCompetency: Communicating with ImpactLevel: AccomplishedBehavioural Indicator: Conveys complex issues with clarity, brevity, and confidence . |

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| **Experience and Skills** |
| **Essential**1. Proven experience of leading complex change and digital portfolios in both large and smaller organisations
2. Proven IT project & programme management experience – able to operate at programme management level to ensure overarching deliverables are achieved and benefits realised, while also being comfortable driving detailed project tasks to completion
3. Bring a strong understanding of project management methodologies and the technical components of these, while being a visible advocate and champion of change and continuous improvement
4. Ability to think long term strategically and operationally and able to improve processes for future projects
5. Experience of leading large scale, complex technology programmes in complex business environments, including transitioning implementations into BAU support
6. A proven ability to resolve issues swiftly and decisively whilst safeguarding standards and procedures
7. Proven ability to deliver projects on time, on budget and to quality using project management processes and tools including risk management, financial management and quality assurance
8. The ability to motivate and mobilise individuals outside their reporting line in a multinational environment
9. Management and influencing skills with experience of working with senior level stakeholders

**Desirable*** Experience of implementing systems in challenging country environments
* Experience in managing offshore project team members
* Strong leadership and mentoring capability, particularly in multicultural environments
* Someone with drive and enthusiasm who demonstrates accountability and collaboration
* A technical understanding of IT infrastructure and technology development / deployment
* Understanding of system architectures, data strategies, upgrade strategies and cutover planning
* Practical experience operating agile methodologies and training/coaching others in this area
* Proven experience in project management leadership, planning, tracking, process improvement and/or change management areas
* Ability to communicate effectively to senior stakeholders and to turn technical discussions into clear decision points
* Budget planning and maintenance needs to be in the essential skills
* Non-profit sector knowledge/experience
* Experience in a range of business process and systems including Financial Systems (Agresso), HR Systems (Oracle), Planning and M&E, Awards/Grant Management systems, Advocacy, Supply Chain and Supporter Database/CRM.
* Proficiency in a second core language of Save the Children (French, Spanish, Portuguese or Arabic)
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| **Education and Qualifications** |
| **Essential*** Demonstrated skills and experience are more important that formal education and qualifications in this role therefore none are considered essential

**Desirable*** Degree in appropriate computing or technology related subject
* Relevant, technology specific certifications
* Appropriate certification in methodologies (e.g. agile)
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| **Safeguarding** |
| *Level 1:  A basic criminal record background (DBS) check is required/equivalent police record check.* *Level 2: either the post holder will have access to personal data about children and/or young people as part of their work; or the post holder will be working  in a ‘regulated’ position (accountant, barrister, solicitor, legal executive); therefore a police check  will be required (at ‘standard’ level in the UK or equivalent in other countries).* |

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| **Diversity, Equity and Inclusion and Equal Opportunities**  |
| Diversity, Equity and Inclusion is core to our vision, values and global strategy. Save the Children is committed to creating a truly diverse, equitable and inclusive organisation, and one which will support us in our vision to ensure every child attains the right to survival, protection, development, and participation.   We are committed to equal employment opportunities, regardless of gender, sexual orientation, race, colour, ethnic origin, nationality, disability, marital or civil partnership status, gender reassignment, pregnancy and maternity, caring or parental responsibilities, age, or beliefs and religion. We are committed to diversifying our staff to better represent the communities we serve and actively welcome underrepresented groups to apply.  Reasonable adjustments will be made should any candidate invited to interview require this.     |

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| **Additional job responsibilities**  |
| The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.  |

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| **Version Control and Approval** |
| Version | Date | Author | Reviewer | Approver |
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