Chief Technology Officer

Purpose of the role
Brooke's work across Africa, Asia and Latin America transforms the lives of animals and people in the communities we serve. With a new global strategy and ambitious plans for growth, we are embarking on a global digital transformation programme with the aim of generating new incremental revenue streams and optimising everything we do.

You will oversee the strategic development, operational delivery and use of an information technology and digital strategy and lead on all aspects of IT, data, and digital transformation. This is a 'hands on' role, driving the strategy and design of solutions.

Role details
- Reports to: CEO
- Responsible for: IS Directorate and all digital/technology
- Location: Flexible working, London base
- Hours: Full time. Hybrid working
- Salary: Highly competitive
- Contract type: Permanent or fixed term up to two years
- Closing date: Sunday 10th April 2022
Who we are

About Brooke

In 1934, Dorothy Brooke set up a hospital for ex-warhorses in Cairo. Fast forward 88 years, we are now the leading global welfare charity for working equines throughout Asia, Africa and Latin America.

Our vision is of a world in which working horses, donkeys and mules are free from suffering.

Our mission is to transform the lives of vulnerable working horses, donkeys and mules around the world. We relieve their immediate suffering and create lasting change by working with people, communities and organisations.

Being part of Brooke's team

Working at Brooke means joining a highly skilled, knowledgeable and dedicated team, together pursuing the goal of global compassion and healthcare for working horses, donkeys and mules.

Around 600 million people rely on these animals to put food on their tables, send their children to school and build better futures for themselves and their families. But people's poverty impacts on the care their animals receive.

We work with animal owners, animal health systems, communities, service providers, governments and international organisations to make long-lasting improvements to the lives of animals and their owners.

Department structure and position of the role

- Learning Technologies
- ICT
- CTO
- Service Desk
- Web Management
- Database Management

Our values

We are proud to be Brooke. We are resourceful, share new ideas and help each other succeed.

Together we make change happen
Key Responsibilities and Duties

- Create a commercially focussed digital strategy, roadmap and operating model which will guide Brooke towards its overall purpose and specifically on revenue generation.
- Drive the leadership, management and delivery of a data, digital and technology strategy.
- Lead on major initiatives related to technology and digital transformation across Brooke from our digital and technology architecture to digital and IT systems solutions.
- Providing best in class IT/IS operations services within Brooke with full accountability for networking, infrastructure and cyber security.
- Support the managed and appropriate deployment of technology across the organisation.
- Lead the IT/IS team to its next stage of development, developing a target operating model for IT, data and digital capabilities.
- Leading on the co-ordination of ICT activity, actively prioritising competing programmes and projects and allocating available resources effectively.

Specific Projects

- Set up and lead on all technology governance and cyber security.
- Lead the delivery of our move to Cloud services.
- Oversee the CRM transformation programme.
- Analyse and prioritise a range of existing technology and digital projects ensuring they are consistent with the new technology/digital vision and approach.
- Lead the re-platforming of Brooke’s website
- Partner with income generation teams to provide tools, technology to enhance digital marketing

General

- Follow the Brooke's equal opportunities statement which aims to clarify the value we place on diversity and steps we take to promote equality of opportunity for all.
- Perform such additional tasks as may reasonably be requested from time to time by the Line Manager.
- Adhere at all times to Brooke’s policies and procedures.
The skills, abilities, experience and knowledge outlined below provide a summary of what is required to carry out this job effectively. They also form the selection criteria on which the decision on who to appoint will be made. Please ensure that you show how you meet the criteria outlined below in your application.

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td>1</td>
<td>Track record of leading and delivering digital/technology transformation with proven experience of shaping, communicating and executing a strategic vision into deliverable operational plans</td>
<td>✓</td>
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<td>2</td>
<td>Working experience with latest technologies, digital capabilities and trends, developing new digital ways of working</td>
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<td>3</td>
<td>Proven proficiency in technological systems, infrastructure, project and programme delivery, IT and data governance</td>
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<td>4</td>
<td>Knowledge of Cyber security, preferably with CISSP, CISSM or similar certifications</td>
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<td>5</td>
<td>Outstanding people and communication skills, with the ability to lead, manage, upskill and motivate teams.</td>
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<td>6</td>
<td>Strong communication and influencing skills, with proven ability to build effective relationships with diverse groups of stakeholders, and capable of flexing your style</td>
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<td>7</td>
<td>Excellent leadership skills with proven success of building high-performing diverse and inclusive teams, raising performance levels and developing critical capabilities</td>
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<td>8</td>
<td>Proven ability to manage several areas of work at one time, prioritising and delivering consistently to deadlines whilst managing competing requirements</td>
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<td>9</td>
<td>Project management, customer service delivery, and experience of leading digital transformation strategies</td>
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Managing self and others

Brooke aspires to be a thriving organisation where we strive both personally and professionally for both ourselves and those around us. Managing Self and Others is one of the frameworks we use to ensure we create a great place to work where we can all succeed.

<table>
<thead>
<tr>
<th>Self Awareness</th>
<th>Social Awareness</th>
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<tr>
<td>• Self-assessment</td>
<td>• Empathy</td>
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<tr>
<td>• Emotional self-reflection</td>
<td>• Organisational awareness – being aware what is going on</td>
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<td>• Self confidence</td>
<td>• Helping others</td>
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<td>Self Management</td>
<td>Relationship Management</td>
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<tr>
<td>• Self control</td>
<td>• Team work and collaboration</td>
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<tr>
<td>• Taking initiative</td>
<td>• Inspiring others</td>
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<tr>
<td>• Adapt and change</td>
<td>• Building bonds with others</td>
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<tr>
<td>• Success oriented</td>
<td>• Developing others</td>
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Further information
Additional information

Employee benefits:

For information about the competitive employee benefits available to you as one of our team, visit:
www.thebrooke.org/about-brooke/jobs/employee-benefits

To Apply

If you are interested in applying, please send a cv and covering letter to Julia Porter Head of HR at julia.porter@thebrooke.org

Closing Date Sunday 10th April 2022