

Director of IT, Digital and Data



About you

An experienced leader who is passionate about the role that technology has to play in underpinning an organisation's development

What you will do

Lead the IT department in the development and delivery of the IT Strategy which will underpin the implementation of our future 2026-30 strategy.

Be responsible for the ongoing development of our core technology base, ensuring that our systems, equipment and connections successfully support over 7,000 colleagues deliver their best work.

Be the key technology change figure and provide leadership and delivery to critical IT projects
Develop the annual operating and capital expenditure budget for IT, with dynamic management through the year and across years

Lead the development of IT sourcing strategy providing strategic vendor and partner relationship management.

Drive the development of enterprise technology standards and performance metrics

Develop and maintain an IT workforce with the appropriate mix of Mencap values, technical skills and competencies that balance the agility required to achieve organisational digital objectives with ensuring the core IT functions are reliable, stable and efficient.

Provide the 'join-up' between all the various components of the Information and Technology 'ecosystem' - applications, infrastructure, support, data, digital and info/cyber security
Provide coaching and leadership to the IT senior management and wider team

Act as a trusted advisor to the Executive Team, builds and maintains relationships with other senior leaders and trustees to develop a clear understanding of business needs

“You will get to work with colleagues who are passionate about using technology and data to drive positive change. You have the opportunity to make a real difference to people's lives.”

Director of IT



About you

A passion for empowering your team and bringing your whole self to work

What you will bring

- Exceptional leadership and coaching skills, with the ability to develop and communicate an IT vision that inspires and motivates IT staff, aligned with the Mencap strategy
- Highly developed influencing and negotiation skills
- Knowledge and experience around IT security and regulations
- Experience of implementing technology enabled care products
- A natural curiosity around how technology and data can drive productivity and improved outcomes
- Experience of successfully managing operational and project budgets
- An understanding of the charity and/or care provider sectors
- Knowledge of Learning Disability

Your experience

- A track record of leading large multi-skilled teams
- Track record of building effective relationships with stakeholders across a large organisation with multiple strategic objectives
- A track record of leading on the successful implementation of system implementation projects
- Experience of managing all aspects of IT (including Data and IM) in a high quality, modern 'commercial' environment
- Experience of implementing customer focussed technology enabled products
- Experience of managing a range of third party suppliers and contracts

If you are a dynamic, enthusiastic data and application leader who wants to make a real difference - we'd love you to apply!

Who you can expect to work with

People with a learning disability and people we support

People working in the wider data and social care sector

Members of the executive team, trustees and a wide range of senior managers

All teams across IT and data

Numerous colleagues across the organisation



▶ **Click here to listen to what our colleagues think**

Mencap's values and how they apply to this role

We are
Passionate
about making
the world a
better place

You will be passionate about how you and your team can improve the lives of the people with a learning disability, reflecting always how you and your team can learn and improve

We are
Inclusive
of everyone

You will be inclusive by making sure that your services support all Mencap colleagues and volunteers. Within your team you will work to make sure all voices are heard and different views listened to

We are
Brave
we challenge
and try new
things

You will be brave by encouraging people to have big ideas about what would make their service/team the best place to work and you will test things out and learn from mistakes

We are
Positive
in our work
and with each
other

You will be positive in how you work with your team. You will encourage them to share their own ideas and encourage honest and open conversations about what could be better

We are
Kind
to everyone

You will be kind and considerate in all of your interactions, and will call out any behaviour that is not, so that people feel it is a safe place to work