

Head of Data and Applications



About you

A passion for all things data, product and agile software development and delivering great customer experience

“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.”

What you will do

- Your core purpose will be to lead Mencap on its journey to become an evidence-led, data-informed organisation that uses actionable insight and great products to deliver its 2026-30 strategy and vision
- You will develop, champion and lead the data and application vision, strategies, architectures and roadmaps
- You will have excellent people management skills to lead a team of circa 20 talented and committed data and application development colleagues to deliver maximum value at pace
- You will lead and represent Mencap on all things data, internally and externally
- You will collaborate with a range of stakeholders across the organisation to identify and prioritise the data and application development backlogs and will be accountable for delivery against these backlogs. You have excellent partnering and influencing skills
- You will lead and define all things data governance, quality, stewardship, ownership, literacy and standards and work alongside the CISO on data security and privacy
- You will be accountable for building great products that delight colleagues and help them be more productive in their roles and deliver value to the organisation
- You will have a passion for how data and artificial intelligence can help drive transformational outcomes

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About you

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

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"The right attitude and living our values is really important. You need be willing to learn, grow and change for yourself and for Mencap's future." Adam

What you will bring

- The ability to articulate a compelling vision to a diverse range of stakeholders
- A commitment to learning about, and improving the lives of, people with a learning disability
- The ability to balance strategic needs against tactical demands
- The ability to translate tech and data complexity to a non-technical stakeholder audience
- An experienced leader who can coach, motivate and empower teams to deliver
- The ability to drive change and implement governance processes
- A track record of partnering and influencing internal stakeholders
- Integrity and professionalism
- Highly effective communication and collaboration skills
- Experience in the use of Artificial Intelligence technologies

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

Your experience

- Significant experience at a senior level in leading a data team
- Extensive experience of developing and delivering data and application strategies
- Experience of delivering and maintaining a range of modern application (low-code) development platforms
- Excellent knowledge and experience of all elements of data management - architecture, governance, quality, platforms, business intelligence, visualisation, security and privacy
- Evidence of driving insight from data
- Thorough understanding of full data and software architectures patterns and development lifecycles
- Experience of utilising modern data platforms (preferably MS Fabric) to deliver outstanding BI solutions
- Strong experience of implementing and maturing multiple delivery methodologies – Agile (Scrum, Kanban), Devops, Product management, Portfolio project management
- Experience of how Artificial Intelligence can be used to drive positive outcomes

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