



# TECHNOLOGY LEADERSHIP

RPI's guide to getting the right talent



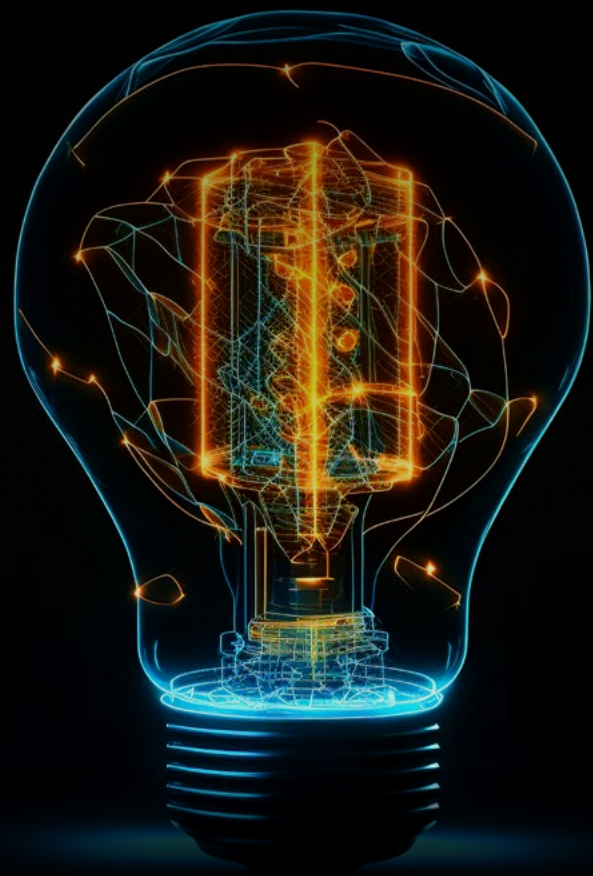
# Successful innovation starts with strong leadership.

In a digital world, securing leaders that can steer your technology, drive digital innovation and transform to meet a rapidly changing market is critical to your success.

Yet simply having technological and digital representation in your C-suite isn't enough to propel your business into the future. You need to know that the tech leaders you onboard have the skills, knowledge and vision that you need to push your organisation's goals.

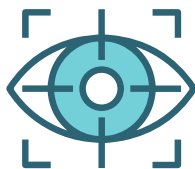
Finding that talent is complex, and competitive: technology leaders are amongst the most in-demand in the world, with well over half of boards, investors, and CEOs considering digital transformation to now be a key capability of the C-suite.

At RPI, we support businesses as they undergo technology-led transformation, tapping into global technology trends to source leaders with the skills and experience your organisation needs. In this guide, we show you how our Technology Leadership Practice can help you to explore emerging, next-generation technologies through talent: from identifying C-suite roles that your organisation needs to meet its objectives, to sourcing the people you need to fulfil them.



# What makes a good technology leader?

In a digital world, technology is integral to business growth – but it's no longer a competitive advantage. To utilise technology and digital to drive commercial success, you need leaders with a combination of technological knowledge and leadership qualities who can steer transformation at C-level. While every technology leader's skillset and function is different, there are three core traits that every technology leader must have:



## Strategy and vision

Technology leaders need to shape your organisation's technology strategy and vision, ensuring alignment with the organisation's broader goals and objectives. These roles are not just about facilitating technology: they're about strategically and creatively driving technology to advance your business.



## Leadership, communication and buy-in

Technological transformation can only be truly effective with a fully engaged team. Technology leaders need to have strong communication skills: they must be able to articulate the value of technology, bringing the team with them on their journey, securing high NPS scores and fostering a culture of innovation.



## Technical knowledge

Technology leaders need to be on the pulse of global technology trends. They need to be able to stay informed about emerging technologies and market trends and be proactive in identifying and implementing new technologies that can drive business success.

**At RPI, our Technology Leadership Practice specialises in sourcing technology leaders who can bridge all three of these skill sets, bringing both leadership and technology insights to our client's businesses.**



THE CHANGING FACE OF THE C-SUITE:

# Top 5 technology leader profiles

The titles you need to add to your C-suite will depend on your commercial direction and goals: what a good tech leader looks like depends on what your organisation is trying to achieve. Here, we break down the key functions, responsibilities and skillsets of five of the most in-demand technology leadership titles across IT, Technology, Cyber Security and Data:



## Chief Information Officer

- ✔ Can encompass digital transformation, cybersecurity, data management, and business process automation.
- ✔ Works closely with other senior executives to align technology and innovation with your organisation's goals and objectives.
- ✔ Able to articulate the value of technology to the rest of organisation, securing buy-in and fostering a culture of digital adoption.

### Sub-Discipline supported:

- Architecture
- IT Operations
- Software Engineering
- IT Strategy
- Integration
- Artificial Intelligence



## Chief Digital Officer

- ✔ Charged with harnessing the power of technology and digital platforms to enhance your competitive position, improve operational efficiency, and better serve customers.
- ✔ Shapes your organisation's digital strategy and vision.
- ✔ Leads the implementation of digital initiatives across the enterprise.
- ✔ Create new value with digital tools, technologies, platforms and software.

### Sub-Discipline supported:

- Agile Transformation
- Product Owners
- Digital Engineering
- Machine Learning



## Chief Information Security Officer

- ✔ Crucial in ensuring the security of your organisation's digital assets and ensuring compliance with relevant regulations and standards.
- ✔ Must have a strong understanding of your organisation's overall business objectives and risk tolerance.
- ✔ Works closely with other senior executives to ensure that security is integrated into your technology and business strategies.

### Sub-Discipline supported:

- Cyber Security
- Security Governance and Risk
- Cyber Threat Intelligence
- Cyber Forensics
- Security Architecture

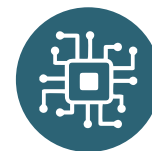


### Chief Data Officer

- ✓ Makes sure that data is leveraged to maximum effect, while maintaining data security and privacy. This often covers data governance, data architecture, data analytics, and data ethics.
- ✓ Must have strong leadership and communication skills as well as technical expertise.
- ✓ Needs to understand your organisation's overall business objectives and data needs, working closely with other senior executives to ensure that data management is integrated into your strategy.

#### Sub-Discipline supported:

- Data Engineering
- Data Architecture
- Data Governance
- Data Strategy



### Chief Technology Officer

- ✓ Ensures that the organisation remains at the forefront of technological advancement and can deliver high-quality, reliable services to customers.
- ✓ Researches and implements new technologies and products, as well as ensures that your organisation's existing technology infrastructure is updated and maintained.
- ✓ Must be able to work closely with other senior executives, to align technology and product strategy with your organisation's broader goals.

#### Sub-Discipline supported:

- Network Design and Architecture
- Network Strategy
- Technical Product Management

# RPI's approach to securing tech leadership

1



## Operate partner-led delivery.

The consultant you engage with at the outset leads the entire search through to its successful conclusion.

2



## Conduct an exhaustive research process.

We give you maximum ability to steer the search process and achieve the right outcome.

3



## Create a bespoke interview framework.

We work with you to develop a competency-based interview framework, referencing shortlisted candidates.

4



## Maximise your diversity.

We take positive action to ensure our candidate list is as diverse and inclusive as possible.

5



## Deliver a great candidate experience.

We are the custodian of our client's brand, so management of the candidates through the process and providing feedback is critical.

6



## Never give up.

There is always an ideal candidate out there. If our shortlist doesn't meet your needs, we will keep going until we find the right person.



# 4 must-have values when selecting a Technology Leadership talent partner

A Technology Leadership specialist can help you to shortlist candidates with the most relevant and impressive experience and expertise. They'll have an existing network to leverage in their search and will know where to look for the specific skills and experience you need.



## Market Expertise

Successful technology leadership placement requires specialist market knowledge and industry expertise. Every one of our consultants aims to be an expert in their field and has an average of 15 years experience in the industry.



## Drive for excellence

To find talent that's the right fit for the role and your organisation, your talent acquisition partner needs to be willing to go the extra mile. We push for excellence to source, shortlist and select leaders that meet your organisation's needs.



## Flexibility and agility

Technology and transformation are fast-moving: you need to be able to react quickly and evolve your search as the market, and your organisation, change. We're flexible and agile, always innovating to stay ahead in a hyper-competitive talent market.



## Global mindset

Innovation isn't fixed to one geography: to find the best tech leaders who are driving organisations worldwide into the future, you need an international approach to talent acquisition. With 75 staff, speaking 35 languages, across six continents, we have trusted relationships with candidates and corporations across various sectors and around the globe.

## CASE STUDY

# Securing two critical senior technology and commercial leads for a diversifying telco

### The brief

A communications company had acquired a new company to expand their IoT offering. They needed to secure a Chief Revenue Officer and a Chief Technology Officer with experience in IoT and communications to maximise their investment immediately.

### The challenge:

RPI worked with the board to put together detailed specifications, competency matrixes and target lists quickly. By getting to know the business and stakeholders in the project, RPI could ensure that every candidate they presented had the right cultural fit with the business as well as the right qualifications and experience.

### The result:

Thanks to RPI's rigorous specification process and the candidates' relevant experience, both executives made a significant impact on the business soon after joining.

## TESTIMONIALS

**"I have been very impressed with the end-to-end service that RP International provided in obtaining my new role. The consistency of professionalism provided has been outstanding.**

**The role introduced to me was an exciting position and provided an opportunity to work on greenfield projects and further improve my leadership capabilities. The management of the process from start to finish was exceptionally smooth and the relationship that RPI has with their clients' senior stakeholders contributed to this. I look forward to continuing working with RPI."**

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**Candidate who secured a role as Head of UX/UI in the Finance Sector, APAC, through RPI Leadership**

**"RPI's consultant provided a complete end-to-end service the like of which I have rarely seen. His understanding of every aspect of our requirement, his willingness to engage with all the stakeholders throughout the search and his attention to detail sets him apart. He brings gravitas and confidence to the process which everyone benefitted from and has enabled us to secure our first-choice candidate from a very diverse and inclusive selection presented to us."**

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**CEO in the Communications Sector, UK, whose organisation secured their ideal technology lead with RPI**



# Secure the best talent to lead your transformation.

Partner with RPI's Technology Leadership Practice to access a global network of leaders and work with a team at the cutting edge of global technology innovation.

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