University of Nottingham
UK | CHINA | MALAYSIA

Job profile

Job information

Job title: College Technical Director

Job family and level: Technical Services, Level 7

School/Department: College of Health/College of Science and Engineering

Location: University Park/Jubilee Campus

Purpose of the role

The College Technical Director is a senior University leadership role responsible for the strategic direction, organisation and performance of the technical workforce within the College and across defined institutional priorities.

The role leads and is accountable for technical professionals embedded in the delivery of research, knowledge exchange, education and technical operations, ensuring technical capability, environments and expertise enable the University to operate at an international level.

Working within the institutional framework set by the University Director for Technical Strategy, the role provides a significant strategic contribution to university leadership through cross-institution initiatives, workforce planning and the development of a connected, high-performing technical profession.

Key responsibilities

Primary accountabilities and responsibilities for the role are listed below.

1. **Strategic leadership of technical workforce and delivery (30% of the workload for the role)**

- Lead the technical workforce within the College to support research, education and operational priorities
- Shape and deliver College technical strategy aligned to institutional goals
- Lead workforce planning, capability development and succession planning
- Champion the technical profession and enable clear career development and progression pathways
- Drive efficiency in line with institutional goals

2. **Technical delivery, environments and compliance (30% of the workload for the role)**

- Ensure technical delivery effectively enables research and knowledge exchange
- Ensure technical delivery effectively enables education and student experience
- Lead safe, compliant and sustainable technical operations across the College
- Be responsible for health and safety within technical environments
- Embed environmental sustainability within technical delivery, infrastructure and operational practice

- Ensure adherence to statutory, regulatory and institutional requirements

3. **Institutional leadership and cross-university contribution (15% of the workload for the role)**
- Contribute as a senior University leader through institutional programmes and initiatives to shape and lead technical excellence
- Deputise for the University Director for Technical Strategy where appropriate, representing technical leadership and contributing to institutional decision-making.
- Lead a culture of high performance by providing direct and indirect line management and leadership of senior staff and strengthen technical leadership capability within the College
- Support development of a connected and high performing technical community across the University
- Shape university wide approaches to technical workforce and delivery
- Work in partnership with academic and professional services leadership
- Represent technical capability in institutional decision-making forums
- Champion embedding equality, diversity, and inclusion in all leadership practices, strategy and team culture, in line with the values of the University

4. **Planning, resources and organisational development (15% of the workload for the role)**
- Lead planning for technical workforce deployment and infrastructure
- Hold responsibility for technical staffing budgets (approx. £12M+) within the College
- Support and enable the College's contribution to institutional financial sustainability, including growth through surplus generation. Ensure the effective management of financial risks.
- Lead allocation of resources across technical delivery and infrastructure
- Provide strategic leadership in investment and resource planning relating to technical workforce, environments and infrastructure to align with future ESE and RKE strategic needs
- Hold accountability for the technical delivery component of major research, teaching and infrastructure initiatives within the College through strategic deployment of technical expertise, environments and resources
- Drive innovation and continuous improvement in technical capability, delivery and operational effectiveness
- Lead the development of a learning-focused culture that drives continuous improvement, innovation, and knowledge-sharing across the College.
- Use sector intelligence, performance data and emerging trends to inform strategic direction, workforce planning and technical service improvement.

5. **External engagement and influence (10% of the workload for the role)**
- Represent the University in sector networks and partnerships relating to technical capability and workforce
- Engage with external collaborators, funders and industry partners where appropriate
- Maintain awareness of national and international developments affecting technical professions and technical delivery in higher education and research

Accountabilities

This section describes accountabilities associated with the role.

- Ensuring the College technical strategy is shaped and delivered in alignment with institutional goals and priorities.

- Ensuring the development, deployment, and capability of a high-performing technical workforce.
- Ensuring technical delivery across the College is safe, compliant, and sustainable, and effectively enables research, education, and operational activity.
- Ensuring the effective planning and allocation of technical resources, infrastructure, and budgets to support delivery and institutional sustainability.
- Collectively accountable for the leadership and overall performance of the College.

Person specification

Competencies

Essential

You can demonstrate the ability to

- Communicate strategic priorities and complex issues to engage stakeholders and support organisational objectives.
- Model reflective practice, integrity and resilience to support a culture of learning and accountability.
- Builds strategic partnerships across internal and external networks to promote knowledge sharing and support organisational priorities.
- Lead others through uncertainty and change to support organisational resilience and improvement.
- Develop strategic plans and direction that align resources, priorities and activity with organisational objectives.
- Create an environment that enables high performance, continuous improvement and professional growth.
- Integrate equality, diversity, inclusion, and wellbeing into leadership practice, organisational culture, and decision-making.

Skills

Essential

You can demonstrate the ability to:

- Shape strategic decisions and organisational priorities by providing expert insight, challenge and informed recommendations.
- Lead effective long-term planning, aligning resources and activities to manage multiple strategic priorities.
- Apply digital and data literacy to use systems, data, and technology effectively to inform strategic planning.
- Represent the organisation at a strategic level, delivering high-impact presentations that influence decisions and key stakeholders.
- Evaluate strategic risks and opportunities to support organisational resilience and informed decision-making.

Knowledge and experience

Essential

- Experience of leading a function, service or operational area and translating organisational priorities into plans, services and outcomes.
- Experience of working in technical services, research support or operations in the HE sector at a senior level
- Experience in leadership and management of individuals and a significant teams/number of teams
- Experience shaping organisational strategy at College/Faculty/organisational level
- Demonstrate understanding of technical delivery in research and teaching environments, including technical infrastructure, specialist facilities and complex operational needs.
- Experienced in managing and controlling budgets, with a strong understanding of financial management procedures and business processes
- Demonstrate working knowledge of compliance frameworks, regulatory requirements and risk management within technical environments.
- Experience contributing to external networks, partnerships or sector initiatives related to technical capability, workforce development or infrastructure

Desirable

- Experience representing technical services at a sector/national level
- Demonstrable knowledge of government policy related to technical skills in UK higher education

Qualifications, certification and training

Essential

- Degree or equivalent professional experience in a relevant scientific, engineering, technical or operational discipline
- Evidence of continued professional development relevant to leadership, operations, strategy or organisational management.

Desirable

- Senior leadership training or accreditation or equivalent evidence of senior leadership capability
- Professional H&S training/qualifications

In role expectations: core competencies and behaviours

The university has developed a clear set of core values and competencies that our people should be demonstrating in their work, and as ambassadors of the university.

At this level, we would expect people to demonstrate the following competencies and behaviours in their role:

Competency	Description
Communication	Drives a culture of openness, represents the university externally, and promotes inclusive communication practices.
Innovation & Problem Solving	Creates a culture of ambitious problem-solving, champions transformative initiatives, and anticipates future trends.
Self-leadership	Leads with integrity, compassion and resilience to shape a culture of openness, continuous learning and self-leadership.
Collaboration	Builds strategic partnerships, challenges barriers to collaboration, and integrates cross-sector insights.
Adaptability	Drives a culture of adaptability, prepares for future uncertainties, and ensures long-term sustainability.
Sets direction	Develops and communicates an inspiring strategic vision aligned with priorities, empowers leaders to create actionable plans, motivates teams to achieve ambitious goals with clear direction and accountability.
Develops performance	Leads a high-performance culture by evaluating performance and recognising achievements, leads strategic changes to drive performance, and structures portfolios to align with future priorities.
Promotes wellbeing and inclusion	Leads and represents the department in line with the university values with integrity and respect, prioritises wellbeing and inclusivity within the vision, and addresses systemic barriers to wellbeing and inclusion at a department level.

Key relationships (role structure)

Line Manager: University Director of Technical Strategy
Direct reports: Head of Technical Delivery (Education and Student Experience and Research and Knowledge Exchange) and Head of Technical Delivery (Infrastructure and Operations).
Stakeholder relationships: College Pro Vice Chancellor, College Director of Operations, College Technical Director (in other College), Director of Health and Safety, Estates & Facilities.

Commitment to Equality, Diversity and Inclusion (EDI)

Our university is a supportive, inclusive, caring and positive community. We warmly welcome those of different cultures, ethnicities and beliefs – indeed this very diversity is vital to our success, it is fundamental to our values and enriches life on campus.

