I-Talent Gagnon & Partners are search and recruitment experts for Executives, Managers and Technical Specialists positions.

We are recruiting on behalf of our client, a major international group, an experienced and qualified:

Chief Technology Officer (M/F)

Core mission

The CTO reports to the CEO and is responsible for establishing the company's technical vision and leading all aspects of the company's technology development. He/she is responsible for overseeing all technical aspects pertaining to the company.

Main Responsibilities

1. Strategy & Planning

- In partnership with the Group's BoD, identify opportunities and risks for delivering the Group's services, including identification of competitive services, opportunities for innovation, and assessment of marketplace obstacles and technical hurdles to the business success
- Identify technology trends and evolving social behavior that may support or impede the success of the business
- Evaluate and identify appropriate technology platforms for delivering the Group's services
- Lead strategic planning to achieve business goals by identifying and prioritizing development initiatives and setting timetables for the evaluation, development, and deployment of services
- Participate as a member of the senior management executive committee in establishing governance processes of direction and control to ensure that objectives are achieved, risks are managed appropriately and the organization's resources are used responsibly, particularly in the areas of software development, office networks and computers, and telecommunications
- Collaborate with the appropriate departments to assess and recommend technologies that support the Group's organizational needs
- Establish a governance process that meets government, partners, and the Group's expectation for customer information privacy

- Direct development and execution of an enterprise-wide information security plan that protects the confidentiality, integrity, and availability of the company's data and servers
- Direct development and execution of an enterprise-wide disaster recovery and business continuity plan
- Communicate the Group's technology strategy to investors, management, staff, partners, customers and all other stakeholders

2. Implementation & Deployment

- As a member of the Group's senior management executive committee, participate in the selection and registration of the Group's web site domain names, including any related-but-unused domains that could compromise the integrity of the business
- Establish & manage email service for the company
- Select and set up a software revision control system and repository
- Select and set up web based internal communications systems, such as LinkedIn, Twitter, wiki, blog, chat room, project management, and bug tracking systems
- Collaborate with the Group's BoD and potential customers to develop use cases (or user stories) and specifications that describe the implementation of the Group's services
- As a member of the Group's senior management executive committee, participate in the selection of a graphic designer who will create the company's corporate identity and design the web application's look and feel. Ensure that the graphic designer has sufficient web experience, follows guidelines established in the User Experience design process, and delivers assets that can be easily adopted to web requirements
- Select and manage company staff or outsourced vendors who will implement a design as web pages using CSS and XHTML conforming web standards
- Select or define the Group's software development methodology
- Establish a specification conformance and testing regimen based on user stories and the User Experience design
- Promulgate coding conventions and documentation standards
- Review current best practices for the selected web framework and establish the initial architecture for the application
- Select and manage company staff or outsourced vendors who will implement the application
- Establish and supervise the software development process, setting short term objectives and assessing progress as defined by the selected software development methodology
- Conduct code reviews and specifications conformance testing as defined by the selected software development methodology
- Establish and supervise a quality assurance process, including integration and system testing
- Select, deploy, and monitor performance profiling tools and procedures
- Review and approve proposed development releases and manage the release process
- Evaluate and select web applications hosting providers
- Establish an application deployment process and supervise deployment to stating and production severs
- Monitor application performance and review any applications failures in staging or production
- Establish and monitor a web analytics regime that measures site traffic and application usage relative to business goals

- Support the marketing process by providing implementation of technical requirement for internet marketing and search engine optimization
- As a member of the Group's senior management executive committee, establish a customer service and support process, with particular responsibility for web-based services that implement the support function. Establish a process to integrate customer service and support with the software engineering process to support resolution of customer issues and improve application usability

3. Operational Management

- Maintain up-to-date knowledge of technology standards, industry trends, emerging technologies, and software development best practices by attending relevant conferences and reading widely
- Define and communicate the Group's values and standards for acquiring or developing systems, equipment, or software within the Group
- Ensure that technology standards and best practices are maintained across the organization
- Share knowledge, mentor, and educate the organization's investors, management, staff, partners, customers, and all other relevant stakeholders with regard to the Group's technological vision, opportunities, and challenges
- Ensure the Group's technical problems are solved in a timely and cost effective manner
- Develop, track, and control the development and deployment annual operating and capital budgets for purchasing, staffing, and operations
- Supervise recruitment, training, retention, and organization of all development staff in accordance with the Group's hiring process, personnel policies, and budget requirements
- Establish standards of performance and monitor conformance for staff (via KPI based Performance Reviews) and vendors (via SLA)
- Ensure the Group's internal technology processes and customer facing services comply with community expectation and applicable laws and regulations for privacy, security, and social responsibility
- Promote achievement of the Group's business goals within a context of community collaboration by developing policies for sharing software code, technological innovation, business processes, and other intellectual property
- Responsible for profitability and execution of the IT business line

Requirements

- Master degree in Information Technology or Computer Science
- Demonstrated ability to envision web-based services that meet customer needs or solve business problems
- 10 years of management experience in the IT
- Demonstrated professional experience in a technology leadership role
- Project experience with multiple technologies
- Practical experience with deployment, optimization and operation of medium/large size web-based programs
- Exposure to business theory, business process development, governance processes, management, budgeting, and administration operations
- Familiarity with customer privacy and payment industry compliance

- Familiarity with information security vulnerabilities and risk management
- Familiarity with technical requirements of Internet marketing and search engine optimization
- Ability to discern user requirements and develop specifications
- Familiar with more than one software development methodology
- Experience with start-up companies
- Experience managing web application development
- Fluent in English

Personal Style

- Proven leadership ability
- Ability to set and manage priorities judiciously
- Excellent written and oral communication skills
- Ability to articulate ideas to both technical and non-technical audiences
- Exceptionally self-motivated and directed, with top-notch interpersonal and communication skills
- Must be able to work in a dynamic, rapidly changing environment and interact with partners and customers directly
- Keen attention to detail
- Superior analytical, evaluative, and problem-solving abilities
- Exceptional service orientation
- Ability to motivate in a team-oriented, collaborative environment

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together with your CV and motivation letter. Thank you.

Only applications via this e-mail will be considered for this recruitment. If you don't receive a reply to your application within 2 weeks, please consider that your file has not been shortlisted.