

THE CAREERS & ENTERPRISE COMPANY

Job Profile

Job Title	Engineering Lead
Location	Central London – Hybrid working / Home based considered
Reporting to	Director of Digital Services
Term	Permanent
Salary Range	£70,000 – £80,000

We are the national body for careers education in England, delivering support to schools and colleges to deliver modern, 21st century careers education.

The Careers & Enterprise Company is a great place to work. We operate within a fast-paced and collaborative environment. We are brought together by one thing: our passion to ensure young people get the best possible start in life and are supported to find their best next step.

Do you want to be part of a mission-driven team focused on transforming young people's lives? If so, we'd love to hear from you!

Role Summary

The Engineering Lead is a new role within the Digital Services Directorate that will lead the Data and Digital Development teams and evolve our systems architecture to enable the organisation to achieve its strategic goals. You will set the direction and provide clear accountability across our digital infrastructure, cyber security, operational resilience and the foundations that enable data, AI and automation.

You will oversee the teams that develop our digital products and services that drive impact across the careers system and play a leading role to improve operational efficiency via digital transformation.

Reporting to the Director of Digital Services, with line-management responsibility for the Senior Data and Reporting Manager, as well as managing key supplier relationships (including our currently outsourced development team), the post provides a point of accountability for our commitments in our Grant Funding Agreement and our wider ambitions for innovation across the organisation.

Key Responsibilities

The main responsibilities include but are not limited to:

- Build, lead and coach a high-performing engineering and data department, leveraging internal and/or external relationships

- Lead engineering work delivering our digital services roadmap to a high standard that is secure, scalable, fully accessible and that meets Government Digital Service standards
- Lead the technical architecture and long-term platform evolution
- Lead AI adoption across our teams by establishing practical workflows, clear guardrails, and measurable productivity gains
- Defining development processes, code standards, and review protocols
- Working hand-in-hand with the product team to align engineering priorities with roadmaps
- Evaluating tools, platforms, and infrastructure needs
- Supporting DevOps, QA, and cross-functional collaboration
- Leading engineering ceremonies, including retrospectives and planning
- Reporting on delivery velocity, technical risk, and progress to leadership
- Manage the development budget
- Maintain specialist expertise in software engineering and be an authority across CEC for best practice
- As a senior member of the team, contribute to the strategy, planning and model the values of the organisation

1. Digital Development Strategy and AI adoption

- Shape, lead and implement an innovative digital culture across the organisation, including how we adopt AI safely and appropriately for our organisation
- Work closely with colleagues across the Digital Services team to align business strategy with delivery plans and resources effectively
- The post holder is responsible for the processes and people we need to deliver our digital roadmap
- Manage relationships with external digital development partners, ensuring value for money and quality of delivery
- Lead the strategy and implementation of AI software delivery across the Digital Services function

2. Lead and coach the Data and Digital Development Teams

- Oversee the digital development and data team operating model, structure and budget to ensure high quality and efficient delivery
- Directly manage the Senior Data and Reporting Manager and external development agency
- Assess our development resourcing model and work on business plans to improve efficiency
- Mentor and coach team members, fostering a continuous learning, positive and supportive work environment
- Responsible for team performance, employee development and department recruitment and onboarding

3. Systems Design, Architecture and Security

- Lead on all digital infrastructure and ensure our systems architecture is robust, secure and able to deliver on our ambitious organisation strategy
- Partner with compliance colleagues to ensure all systems are robust, safe and secure adopting cyber security and information security best practice at all times

4. Other Leadership Responsibilities

- The post holder will play a key part in encouraging the best use of the latest technologies and promoting innovation across the organisation

- Together with the digital services team, the post holder will support the whole organisation to adopt a digital by design approach to our work
- The post holder may also be required to represent the CEC externally, interacting with digital partners and education stakeholders outside of the organisation

Qualifications and experience required

- 7+ years' experience of engineering leadership across a department or organisation
- Experience of recruiting, developing and managing a high-performing engineering department
- Proven success building and running secure, scalable, highly available and accessible web applications to Government Digital Service or equivalent standards.
- Experience owning the architecture of a comparable multi-product platform and evolving it as it scales, expands or as new technologies become available
- Exceptional standards of code quality and the ability to coach and mentor engineers to achieve those standards
- The ability to align stakeholders around a vision and deliver digital transformation
- An expert in technical architecture, software engineering and development processes
- Strong track record of engaging and managing senior level stakeholder relationships
- A strong understanding of the digital systems and standards needed to develop, host and maintain large volumes of highly sensitive data
- Experience of leading the roll-out of AI principles and adoption across technical teams
- Deep understanding of agile and lean project and product management methodologies and the ability to effect organisational change and new ways of working
- Deep understanding of information security, data privacy and data processing and experience of working with large special category data sets
- A background in Edtech or education data/MIS is highly desirable

Skills and core competencies

- A continuous learner who is always looking to solve high value problems
- Collaborative, good at building relationships with colleagues, partner organisations and wider senior stakeholders to achieve the desired results
- A leader in the digital, data and education technology space with the ability to shape new strategies and approaches technological innovation
- Well versed in using typical systems and tools such as; JIRA, Jenkins, Github and utilising them to best effect to drive performance of the team
- Familiar with core languages such as; Python, Java, C++, JavaScript
- Extensive experience of working with a range of platforms and tools, PowerBI, tableau or comparable dashboard tools and cloud-based data storage
- Effective: Excellent verbal and written communicator with good interpersonal skills and confident working with, influencing and leading individuals at all levels including political stakeholders and volunteers
- Analytical, creative, and strategic, a good problem solver, demonstrating strong business acumen
- Strong project manager, able to manage multiple projects to time and budget, identify, and quickly resolve risks
- Collaborative: team player, flexible and adaptable, able to work in a fast-paced, high-profile environment, deal with ambiguity and drive and implement transformational change

- Innovative: solutions focused, with the ability to find new and more effective ways of providing solutions and services

Job Profiles are not part of the terms and conditions of employment and may be subject to change.