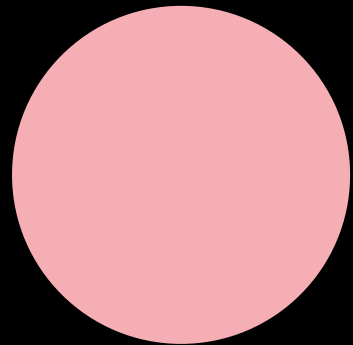
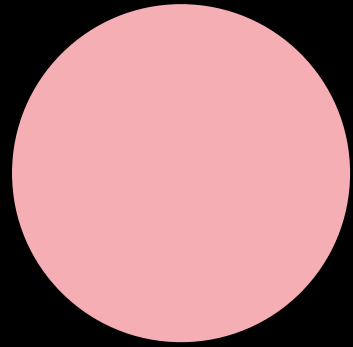


Savanta

**Role Specification:
Head of Engineering**



Classified: Private

Location: London (Hybrid, 2-3 days per week onsite)

Business Area: Technology

Reports to: Chief Technology Officer

About the Role:

Head of Engineering | Technology | London

The **Head of Engineering** will lead our teams to deliver exceptional software solutions and engineering excellence through innovative technology practices, robust development processes, and forward-thinking technical leadership.

The Head of Engineering will be a recognized technical leader and engineering figurehead in the business, working closely with the CTO and across teams to drive our technology strategy, support product-led transformation, and establish engineering best practices. They will have proven expertise in software engineering leadership, DevOps practices, quality assurance, engineering efficiency, and modern development methodologies including AI-assisted development practices.

Acting as a unifying leader across engineering functions and geographies, the Head of Engineering will own engineering operations strategy, align senior technical stakeholders, oversee development team resourcing, manage engineering budgets, and deliver measurable technical and business outcomes. Managing a variety of levels including engineering managers, senior engineers, QA leads, and development teams across multiple disciplines.

You will lead pre-development and post-deployment efforts — from architecture planning and technical specification through quality assurance and performance monitoring — ensuring code quality, system reliability, and engineering velocity.

Working closely with Head of Product to ensure engineering and product strategies are aligned, and the Heads of Operations to ensure we are maximising automation opportunities across the organisation.

Strategy & Planning:

Proven ability to...

- **Engineering Vision & Strategy:** Develop and execute comprehensive engineering strategy aligned with business objectives and product-led organizational transformation.
- **Technical Leadership:** Engage and motivate engineering teams to deliver a shared technical vision across all development sectors and regions.
- **Innovation & Modernization:** Constantly look at ways to innovate and improve engineering practices, including adoption of vibe coding methodologies and agentic AI projects to enhance development velocity.
- **Resource Planning:** Strategic workforce planning, talent acquisition, and team scaling to support business growth.

Engineering Operations & Excellence:

Proven ability to...

- **Development Process Optimization:** Establish and continuously improve engineering workflows, development practices, and delivery pipelines.
- **Quality Assurance Leadership:** Oversee all QA and testing elements of Savanta's technology team, ensuring robust testing strategies and quality gates.
- **Engineering Efficiency:** Drive continuous improvement in development velocity, code quality, and team productivity through metric-driven approaches.
- **DORA Metrics Implementation:** Implement and monitor DORA metrics (Deployment Frequency, Lead Time for Changes, Mean Time to Recovery, Change Failure Rate) to continuously assess and improve engineering performance.
- **DevOps & Infrastructure:** Collaborate with infrastructure teams to optimize CI/CD pipelines, deployment strategies, and system reliability.

Team Leadership & Development:

Proven ability to...

- **People Management:** Lead, mentor, and develop engineering managers and senior engineers across the organization.
- **Culture Building:** Foster a culture of technical excellence, continuous learning, and innovation within engineering teams.
- **Cross-functional Collaboration:** Work closely with Product, Design, and Data teams to ensure seamless product development and delivery.
- **Technical Mentorship:** Provide technical guidance and career development opportunities for engineering talent.

Modern Engineering Practices:

Proven ability to...

- **AI-Assisted Development:** Where appropriate, champion adoption of vibe coding practices and AI-powered development tools to create new approaches to solutions.
- **Agentic Projects:** Lead implementation of agentic AI systems for code generation, testing automation, and development workflow optimization.
- **Emerging Technologies:** Evaluate and integrate cutting-edge development tools, frameworks, and methodologies to maintain competitive advantage.
- **Technical Standards:** Establish and maintain coding standards, architecture guidelines, and security best practices.
- **Data Governance:** Follow our standards, champion our standards and contribute to our standards for data governance in a world increasingly dependent on data.

Performance & Accountability:

Proven ability to...

- **Metrics & KPIs:** Establish comprehensive engineering metrics including DORA metrics, code quality indicators, and team velocity measurements.
- **Continuous Improvement:** Use data-driven insights to identify bottlenecks, optimize processes, and enhance engineering effectiveness.
- **Stakeholder Reporting:** Provide regular updates to CTO and executive leadership on engineering performance, project delivery, and strategic initiatives.
- **Budget Management:** Oversee engineering budgets, tool investments, and resource allocation to maximize ROI.

People & Team:

Proven ability to...

- Build and develop a high performing Engineering team fostering a culture of continuous innovation, client obsession and service excellence.
- Manage and develop a high performing team that is empowered and consistently meets expected performance targets.
- Create progression plans for senior/mid-level staff with appropriate responsibility and empowerment.
- Identify & deal effectively with underperformance among senior/mid-level staff, implementing and running Performance Improvement Plans in a timely manner.

Personal development / profile at Savanta / Savanta-wide role:

Proven ability to...

- Implement division-wide initiatives, ensuring effective commitment from staff and meeting of KPIs.
- Identify opportunities to improve internal processes / ways of working and create a plan for implementation of continuous best practice both within team and beyond.
- Embody company values and meet performance expectations.

About You:

As Head of Engineering, you will be a visionary and technically accomplished leader who aligns engineering strategy with business goals and product transformation.

Able to inspire and unify cross-regional engineering teams, whilst driving operational excellence. Fostering a culture of innovation, technical rigor, and continuous improvement.

A tech-first mindset is essential as we pivot from a traditional market research business into a cutting-edge technology-first insights company. Champion modern development practices including AI-assisted and agentic AI approaches.