

Chief Technology Officer

Department: SLT

Reports to: MD

Direct reports: Cloud services team

Competency level: Experienced

Role Summary

The CTO will serve as the leader responsible for defining and driving Catalyst's technology strategy. This role will encompass "innovation", including the evolution of our AI practice and lead the launch of the Cove product into external markets. Over time, the CTO will oversee all technology products and innovations, ensuring our solutions remain relevant and competitive.

This is an outward-facing role that requires strategic thinking, technical depth and strong collaboration across sales, delivery and SLT. The CTO will also play a key role in product development and strategy, technology scouting and open source community engagement.

Key Relationships

- COO
- GM Group Sales

Key Responsibilities:

- **Technology Vision & Strategy:**
 - Develop and execute Catalyst's long-term product technology roadmap.
 - Identify future technologies and innovation opportunities to maintain market leadership.
 - Guide the company's overall technology offerings in alignment with business objectives.
- **AI Practice Leadership:**
 - Build, evolve and scale Catalyst's AI practice.
 - Oversee the integration of AI solutions across products and services.
 - Champion the adoption of emerging AI trends and methodologies.
- **Product Development & Market Launch:**
 - Lead the commercialisation of the Cove product.
 - Drive product strategy and portfolio management, ensuring alignment to market demand.
 - Oversee end-to-end product lifecycle management, from prototyping and

validation through to launch.

- Ensure products meet market demands, quality standards and innovation benchmarks.
- **Open Source and Ecosystem Engagement**
 - Actively engage with open source communities to build Catalyst's reputation and influence.
 - Leverage open source collaboration to accelerate innovation and enhance deliver capability.
 - Contribute thought leadership externally, reinforcing Catalyst's role as a trusted open source partner.
- **Cross-Functional Collaboration:**
 - Work closely with the GM of Group Sales to support and enhance sales strategies.
 - Provide technical sales enablement and solutioning support in client meetings.
 - Build technical sales acumen across the business to better connect client needs with Catalyst offerings.
 - Collaborate with the COO to align technology delivery with systems/technology roadmaps.
 - Engage with stakeholders, partners, and clients to articulate and promote Catalyst's technology capabilities.
- **Team Leadership & Culture:**
 - Mentor and lead high-performing teams.
 - Foster a culture of innovation, continuous learning, and agile thinking.
 - Promote open communication and collaboration across all levels of the business.

Required Skills & Experience:

- **Technical Expertise:**
 - Strong understanding of FOSS and how it fits in the technology landscape
 - Deep understanding of emerging technologies and trends, particularly AI.
 - Knowledge of software development lifecycle (SDLC), product roadmaps and prototyping.
 - Previous hands on technical experience in consulting, a project or product development context an advantage
- **Strategic & Business Acumen:**
 - Demonstrated ability to develop and execute technology roadmaps aligned

with business goals.

- Experience in commercialising technology functions and translating technical capabilities into market advantages.
- Prior experience in technical sales support and solutioning with clients. A background in consulting or professional services is desirable, particularly in client facing roles.
- **Leadership & Communication:**
 - Exceptional leadership skills with experience managing technology teams.
 - Excellent interpersonal and communication skills, capable of engaging both technical and non-technical stakeholders.
 - Strong outward-facing presence with the ability to represent Catalyst at industry events, client meetings and public forums.
- **Collaboration & Adaptability:**
 - Proven track record of working collaboratively with executive leadership to drive technology and business strategies.
 - Ability to navigate fast-paced, evolving environments while remaining flexible and solution-focused.

Successful Outcomes:

- **Innovation & Market Leadership:** Catalyst is recognised as a leader in sovereign and open source AI innovation and the company consistently introduces modern technologies that drive business growth.
- **Product Development Excellence:** New service offerings and products are effectively prototyped, validated and launched into market, strengthening Catalyst's competitive positioning.
- **Integrated Sales & Technology Synergy:** Strong alignment between technology strategy and sales initiatives that result in enhanced market penetration and increased revenue streams.
- **Operational Excellence:** Streamlined delivery of technology solutions, evidenced by effective collaboration with the COO on technology roadmaps and delivery strategies.
- **Team Empowerment:** A motivated and innovative technology team that , continuously learns and adapts to new challenges.
- **Commitment to te ao Māori values** and Catalyst's support for Te Tiriti o Waitangi