



Technical Excellence.



Appointment of

Global Director of Training and Skills

April 2025 Ref Code: HAAEC

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Introduction

Thank you for your interest in this opportunity at TWI (The Welding Institute).

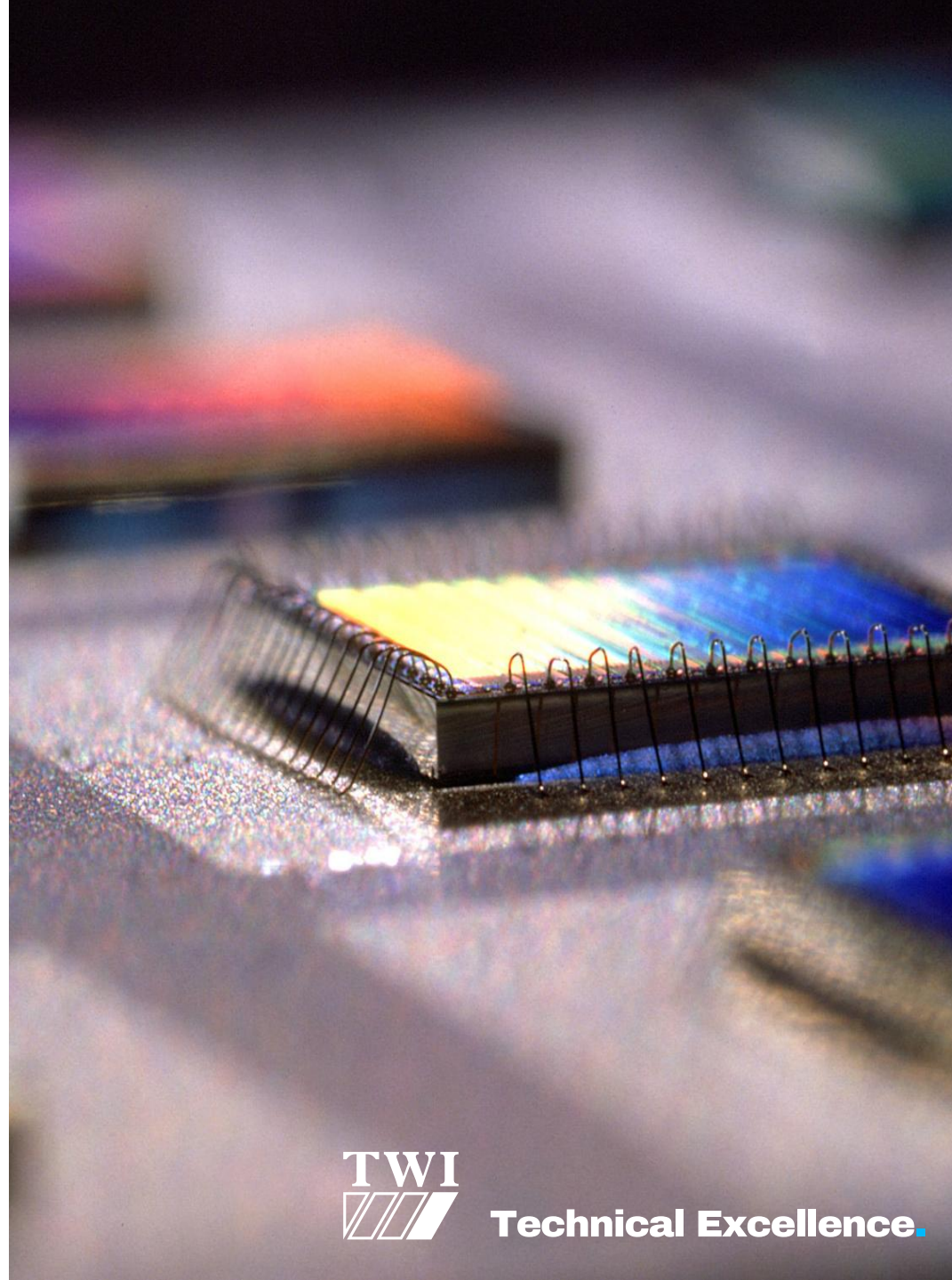
We are pleased that you are considering joining our organisation—where technical excellence, innovation, and global collaboration drive solutions with real-world impact across diverse industries. This candidate pack offers an overview of who we are, the scope of our work, and the opportunities available to senior leaders within our team.

At TWI, we believe our continued success is underpinned by the strength and vision of our people. We are seeking accomplished individuals with the experience, insight, and ambition to shape the future of our organisation—leaders who bring strategic thinking, commercial acumen, and a commitment to delivering value for industry and society alike.

Our culture is progressive, inclusive, and collaborative. We have created an environment where innovation thrives,

leadership is empowered, and individual and collective achievements are recognised. From world-leading research and technology development to global consultancy and professional membership services, our work spans sectors and geographies—delivering real influence and value.

We hope this opportunity aligns with your aspirations and values. If you share our commitment to excellence and are inspired by the prospect of contributing to TWI's ongoing evolution and success, we would be delighted to hear from you.



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About

TWI is a world-leading centre for engineering, materials joining, and allied technologies. With a proud history dating back to 1946, TWI has grown to become a globally respected organisation, known for its deep technical expertise, commitment to innovation, and close partnerships with industry.

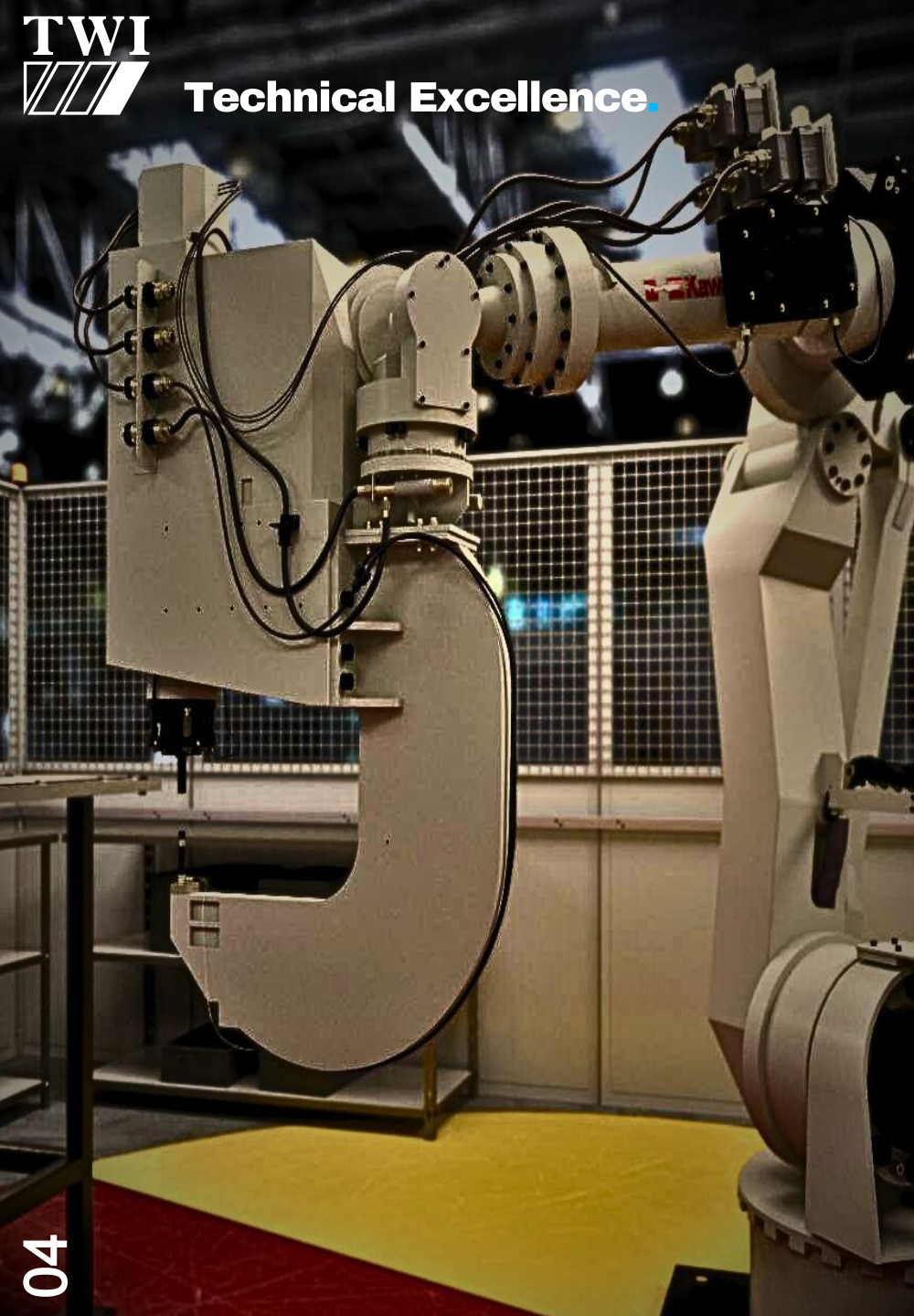
Headquartered in Cambridge, with additional offices and laboratories throughout the UK and internationally, TWI operates at the forefront of applied research and development. We work collaboratively with over 600 Industrial Member companies worldwide, ranging from SMEs to major multinationals across key sectors including aerospace, automotive, energy, construction, marine, rail, and defence. Our work directly supports their innovation strategies, helping to improve safety, performance, and sustainability through advanced engineering solutions.

TWI provides a broad range of services including consultancy, failure investigations, materials testing, inspection, structural integrity assessment, and bespoke training. Our facilities are home to some of the most advanced equipment and laboratories in the world, enabling us to deliver high-

quality research and technology services that bridge the gap between science and real-world application.

Beyond our technical work, we are also home to the Professional Membership body of The Welding Institute – one of the UK's leading institutions for engineers and technicians. The Institute supports individual professionals in their career development through membership, qualifications, and access to a vibrant technical community. We are a licensed body of the Engineering Council, offering routes to professional registration (CEng, IEng, EngTech), and we promote continuous professional development across all stages of a member's career.

TWI is a place where curiosity meets expertise, and where individuals are empowered to make a genuine impact. Whether supporting ground-breaking research or enabling industry to meet tomorrow's challenges, our people play a crucial role in shaping the future of engineering.



TWI At a Glance

- Established in Cambridge, UK, in 1946
- Cambridge-based headquarters operates from 54,000 square metres (581,000 square feet) of manufacturing, testing and training space
- 5 UK and 13 overseas facilities
- Over 800 consultants, scientists, engineers and support staff
- Around 550 Industrial Member companies in over 70 countries
- Innovation Network undertaking joint research programmes and developing next generation of engineers/scientists
- Professional institution, The Welding Institute, with a separate membership of 6000 individuals

Our six values provide a point of reference for the way we expect our people to operate and behave.

- **Inclusion:** Valuing the contribution from every individual, creating value for our customers
- **Teamwork:** Building effective working relationships, we accomplish more together
- **Adaptability:** Engaging positively with change to meet the needs of the business
- **Taking Responsibility:** Achieving our objectives and personal development
- **Innovation & Expertise:** Championing new ideas and sharing knowledge to solve industry problems
- **Customer Focus:** Building trusting relationships with our customers

Leadership and Governance

TWI is governed by a Council consisting of elected and co-opted representatives from Member companies and Professional Members. This council and its committees represent the interests of TWI stakeholders, appointing and delegating authority to the Chief Executive, Boards and Committees.

Current leadership structure:



DAVID WRATHMALL
INTERIM CHIEF EXECUTIVE OFFICER



JOHN HILL
DIRECTOR
OF TECHNOLOGY



LEONIE STEWART
DIRECTOR
OF FINANCE & LEGAL



PAUL WOOLLIN
DIRECTOR OF RESEARCH
& QUALITY ASSURANCE



ELIZABETH ANDREWS
ASSOCIATE DIRECTOR
OF PEOPLE & CULTURE

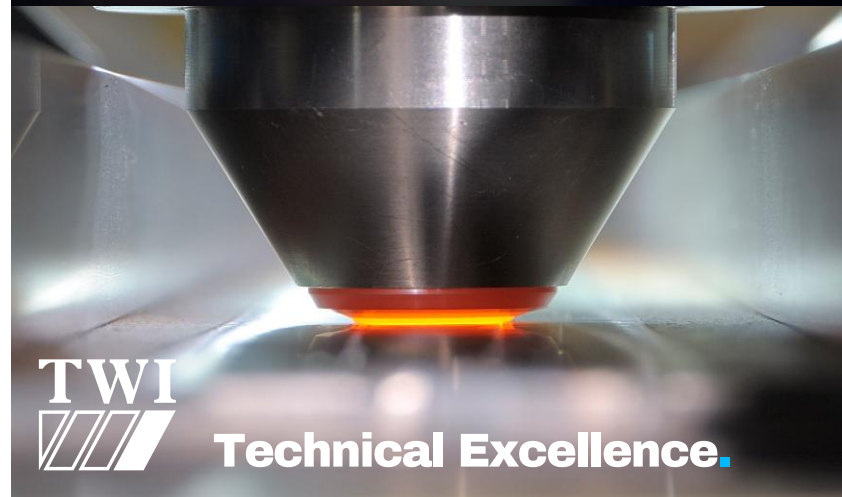
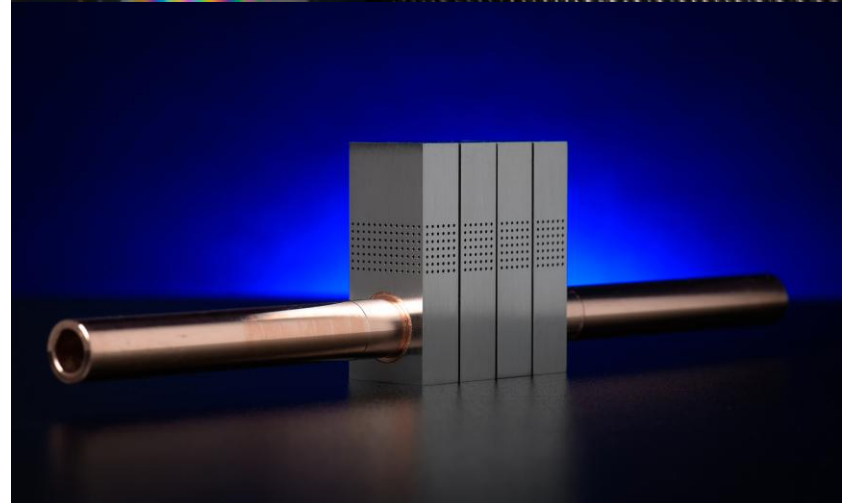


WARREN BATH
ASSOCIATE DIRECTOR
OF OPERATIONS



STEPHEN WISNIEWSKI
ASSOCIATE DIRECTOR
OF TRAINING & EXAMINATIONS

In 2024, TWI appointed Caroline Gumble as CEO. Caroline will join the team in July 2025.



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Context to the Role

In 2024, TWI embarked on a bold new chapter with the appointment of Caroline Gumble as Chief Executive Officer. With a distinguished background in engineering and manufacturing leadership—including her tenure as CEO of the Chartered Institute of Building—Caroline brings a dynamic vision for growth, innovation, and collaboration. Her leadership underscores TWI's ongoing commitment to technical excellence, professional development, and global industry impact.

Alongside this, TWI is going through a transformation to bolster strategic capabilities in a range of areas at the executive level. The Global Director of Training and Skills is an exciting new role, reporting directly into the new CEO and with strategic responsibility for developing and implementing a comprehensive and ambitious Training and Certification Strategy, aligned to TWI's objectives. The postholder will provide executive leadership for TWI's successful Training, Examinations, Qualifications and Certification activities both in the UK & Globally.

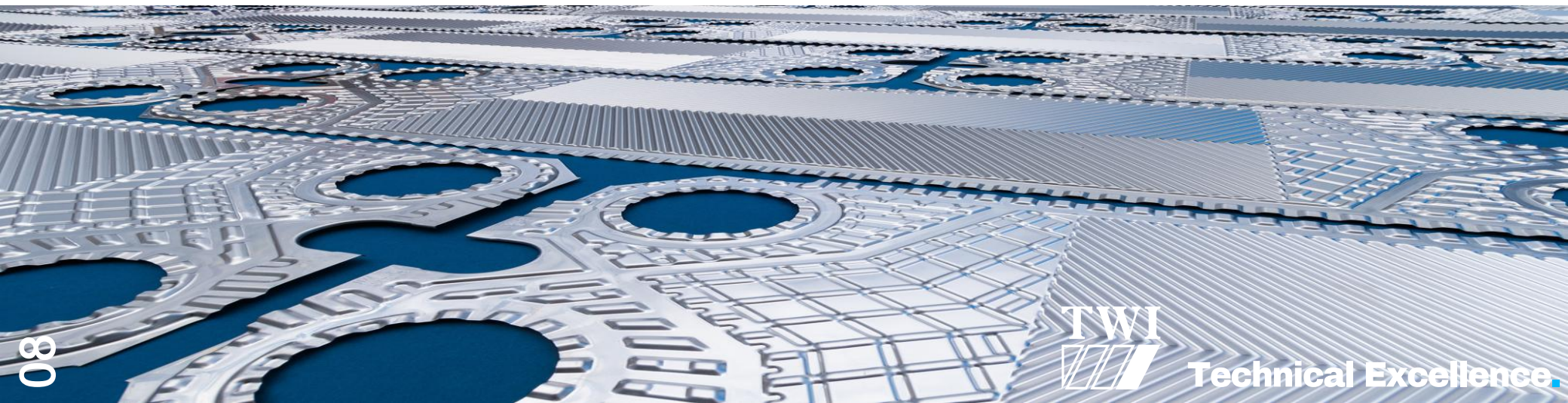
This new role will be central to TWI's commitment to advancing specialist education and qualifications in welding, joining, and allied processes. The successful candidate will play a key role in ensuring that training and certification programmes uphold the highest industry standards, supporting TWI's mission to

develop, supervise, and promote education and training in welding science and its industrial applications.

This is an exciting opportunity to join TWI at a pivotal moment in its evolution and growth journey. With renewed strategic focus and leadership under a new CEO, the organisation is poised to expand its global reach and deepen its impact across the engineering and manufacturing sectors.

The Global Director of Training and Skills will have the chance to lead a well-established and highly regarded division that plays a critical role in TWI's mission. This division already enjoys a strong track record of success, and now presents substantial opportunity for innovation, expansion, and greater influence—both in the UK and across international markets.

This role offers a unique platform to shape the future of training and certification in specialist technical disciplines, building on TWI's legacy while driving forward its ambition to be a global leader in workforce development, technical excellence, and industrial advancement.





The Role

The Global Director of Training and Skills will provide executive-level leadership and accountability for delivering and advancing TWI's strategic objectives, with a focus on creating value for both professional and industrial Members. In addition, the role will proactively address global economic and societal trends, championing the promotion of welding, joining, and associated technologies worldwide.

Strategic Leadership & Business Growth

- Develop and implement strategies for Training & Examinations that align with short-term and long-term business objectives.
- Lead systems and process transformation, ensuring scalability and growth without compromising quality.
- Drive the global expansion of TWI's Training & Examinations while maintaining exceptional quality standards.
- Raise the profile and reputation of TWI's training and examination services internationally.

Operational Excellence & Compliance

- Oversee the planning and delivery of skills-based training, examinations, quality assurance, and certification services.
- Ensure legal and regulatory compliance across all jurisdictions, maintaining business ethics and accreditation standards.
- Strengthen relationships with accreditation bodies and scheme regulators to optimise TWI's governance and compliance.
- Maintain adherence to industry and quality standards, ensuring high levels of customer satisfaction and external regulatory ratings (e.g. Ofsted).
- Protect and enhance TWI's brand and reputation within the industry.

People Leadership & Stakeholder Engagement

- Lead, motivate, and develop multiple high-performing teams to drive employee engagement and operational excellence.
- Ensure effective management, guidance, and support for trainers, examiners, and administrators to uphold training, examination, and

certification quality.

- Act as a trusted advisor and subject matter expert on all aspects of Skills Assessment, Training, Examination, and Certification to the Executive Board.
- Build and maintain strong relationships with internal and external stakeholders, including TWI's Professional and Industrial Members, to identify training needs and shape learning objectives.

Financial & Performance Accountability

- Take direct responsibility for revenue growth, profitability, and cash generation within the Training & Examinations division.
- Oversee global training representatives, ensuring KPI performance and delivery to TWI standards.



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Person Specification

The ideal candidate will have a strong background in training programme development, certification management, and international education standards. This role will be part of the Executive team, reporting to the CEO and providing strategic senior leadership for TWI's Training, Examinations, Qualifications, and Certification strategy and activities in the UK and worldwide.

Strong interpersonal skills are essential, along with the ability to inspire as part of an Executive team, influence stakeholders, and contribute to strategic vision and planning, aligned with TWI's objectives.

Strategic & Business Acumen

- Excellent problem-solving and decision-making skills.
- Ability to drive business growth and operational excellence through strategic planning and execution.
- Excellent communication skills, with a proven ability to build relationships and influence at all levels, including executive leadership and external stakeholders.
- Strong understanding of business development, revenue growth, and financial planning.
- Experience managing P&L responsibilities within a global organisation.
- Experience in a membership-based organisation is desirable.

Governance & Compliance

- Experience working at Executive Board level, contributing to organisational strategy and governance.
- Previous experience advising or chairing committees related to training, certification, or regulatory compliance.
- Familiarity with Ofsted, ISO accreditation, and industry-specific certification frameworks.
- Experience ensuring compliance with regulatory and accreditation bodies across multiple jurisdictions
- Previous engagement with government agencies, regulators, and industry associations.

Training & Certification Expertise

- Experience in designing, implementing, and managing training, assessment, and certification programmes.
- Experience of managing digital transformation and technology-driven training solutions.
- Experience in M&A activities within the training or certification sector.
- Track record of developing new markets and partnerships.
- Experience of working globally would be advantageous but is not essential.

Behavioural & Organisational Competencies

- **Inclusion:** Champions diversity, equity, and inclusion, fostering an inclusive workplace culture.
- **Teamwork:** Works collaboratively across departments, cultures, and geographies.
- **Adaptability:** Thrives in a fast-paced, evolving environment, adjusting strategies and operations accordingly.
- **Accountability:** Demonstrates ownership for decision-making, financial performance, and strategic execution.
- **Innovation & Expertise:** Drives continuous improvement by leveraging emerging technologies and best practices.
- **Customer Focus:** Ensures a high-quality learning experience for candidates and maintains strong stakeholder engagement.



Terms of Appointment

This role will be based at the Cambridge site. The postholder will be expected to spend around 1-2 weeks per month travelling internationally in the first year.

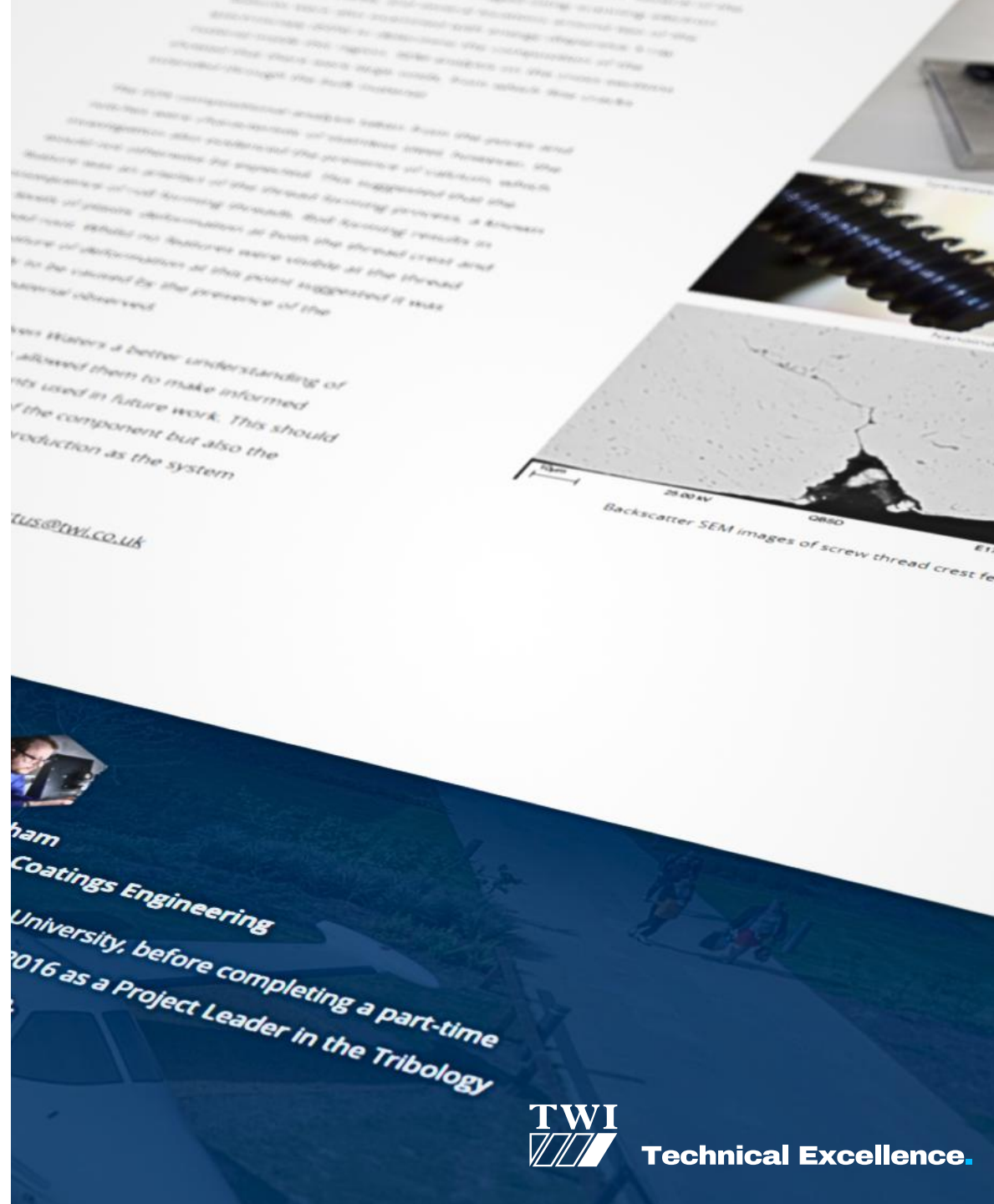
Competitive salary, to be negotiated with the successful candidate, with additional bonus and benefits package.

Security requirements

This role will require a BPSS check.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor TWI on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **HAAAEC**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Wednesday 7th May**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



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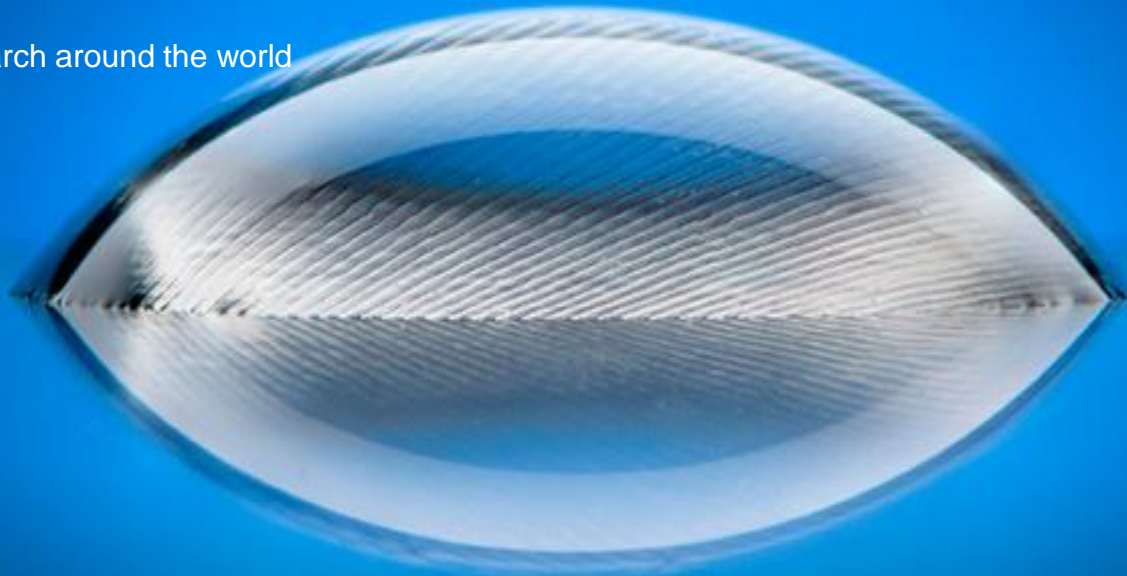
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