



Technical Excellence.



Appointment of

Director of Technology

May/June 2025 Ref Code: HAAAED

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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.

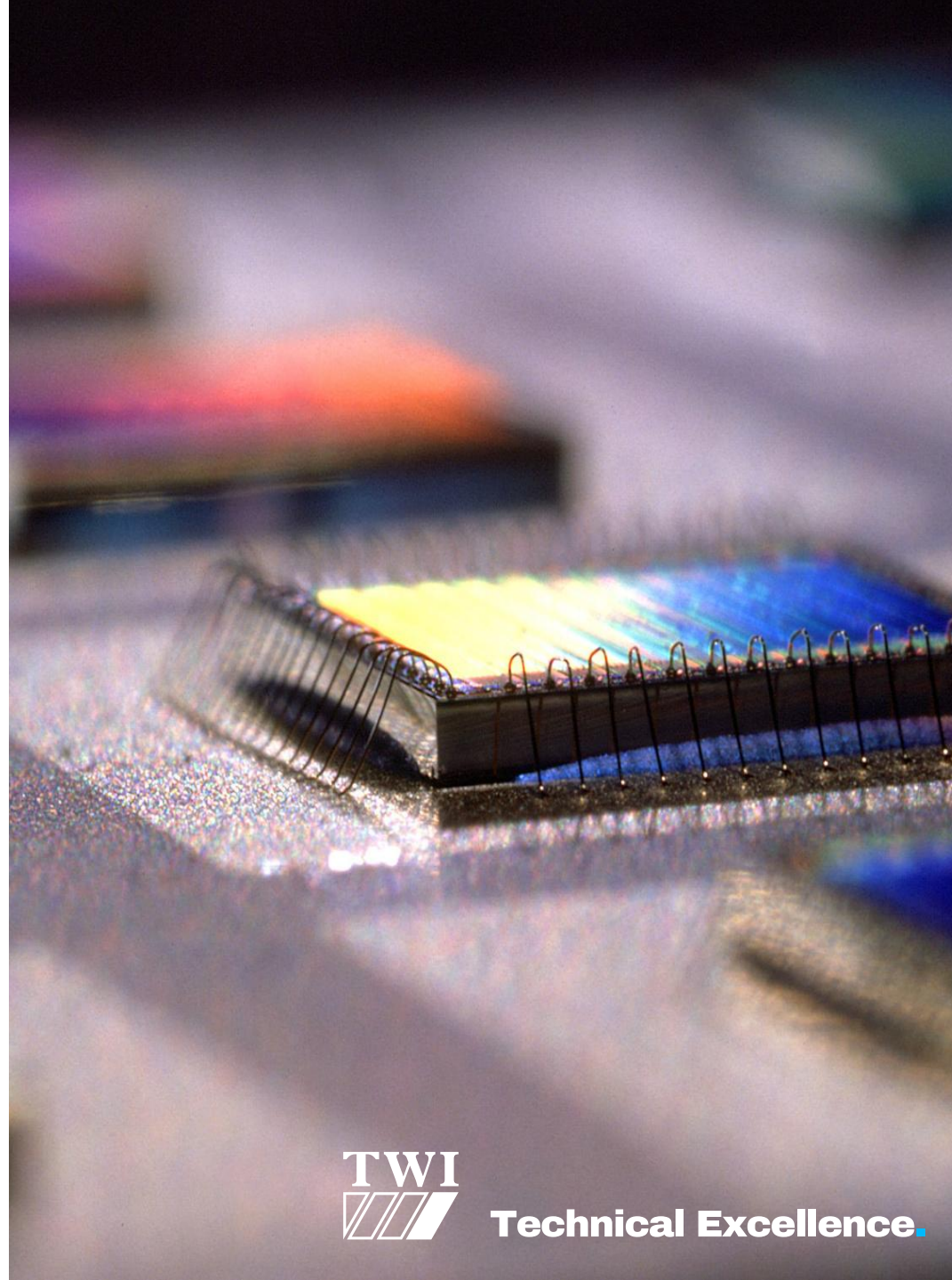
At TWI, we believe our continued success is underpinned by the strength and vision of our people. We are seeking accomplished individuals with the experience, insight, and ambition to shape the future of our organisation—leaders who bring strategic thinking, commercial acumen, and a commitment to delivering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

alike.

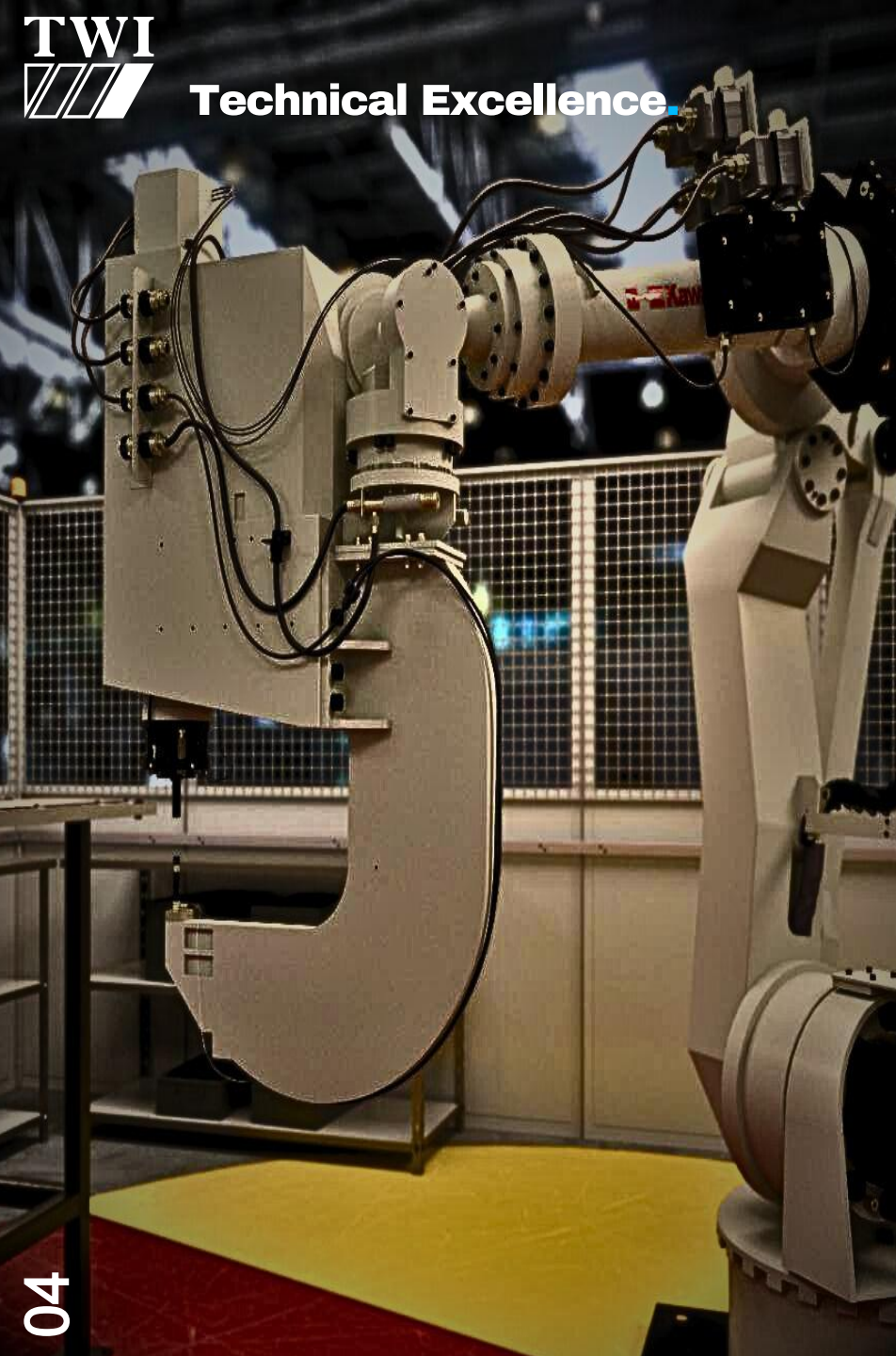
Our culture is progressive, inclusive, and collaborative. We have created an environment where innovation thrives, leadership is empowered, and individual and collective achievements are recognised.

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



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Context to the Role

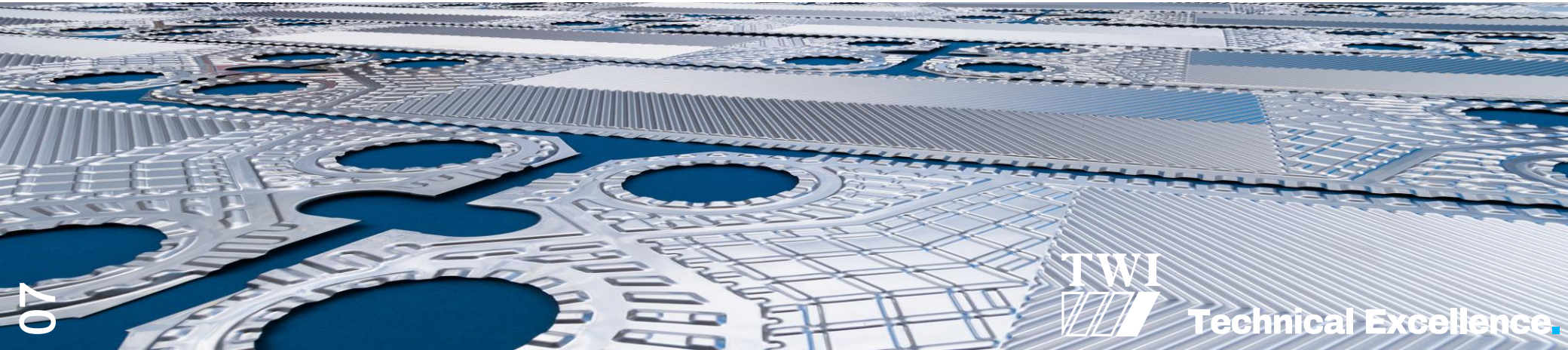
In 2024, TWI began a bold and ambitious transformation under the leadership of newly appointed Chief Executive Officer, Caroline Gumble. With a distinguished background in engineering, manufacturing, and professional development—including her tenure as CEO of the Chartered Institute of Building—Caroline brings a dynamic vision for growth, innovation, and collaboration. Her appointment reflects TWI's renewed commitment to technical excellence, strategic leadership, and global impact.

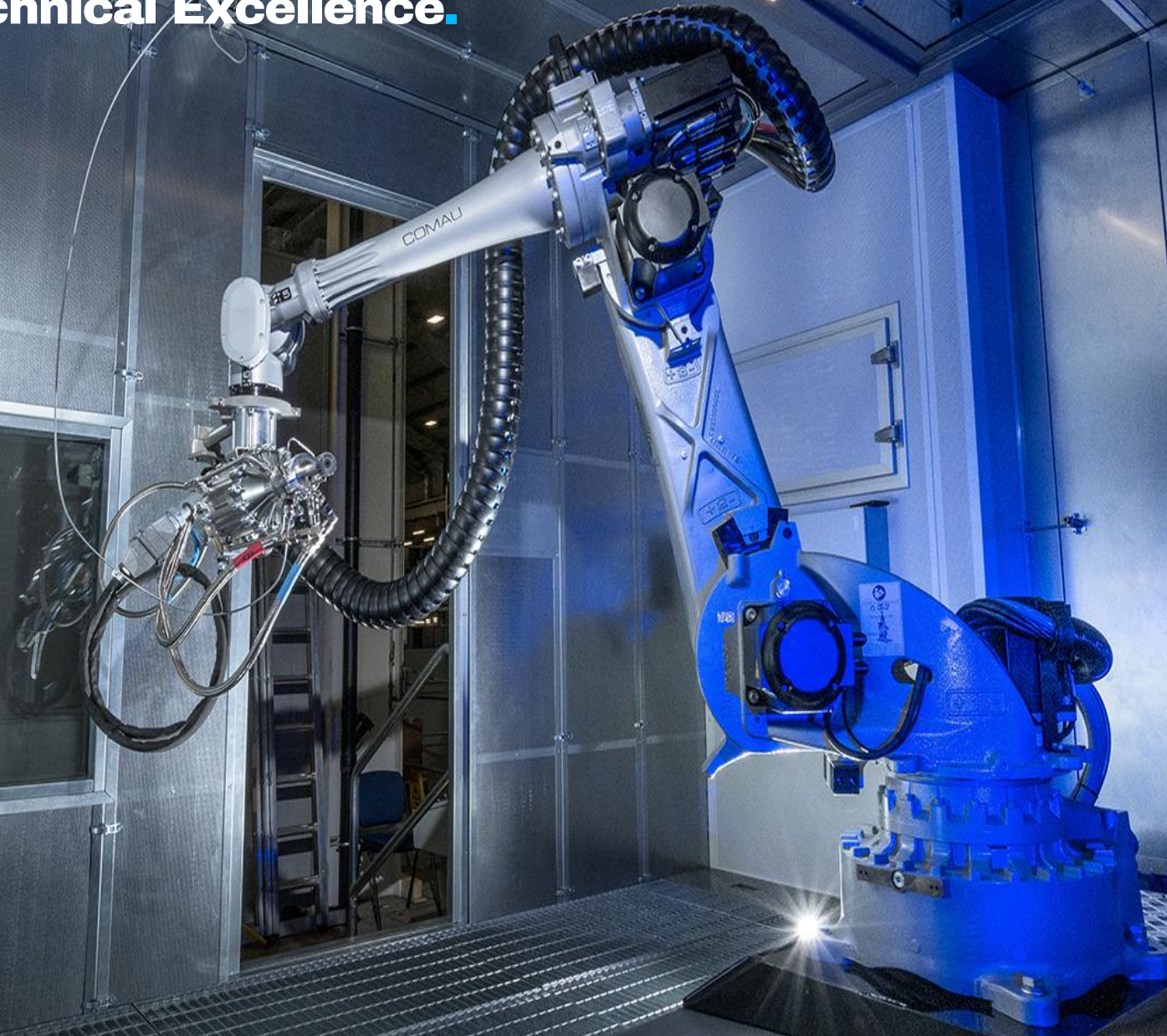
As part of this evolving strategic direction, TWI is strengthening its executive capabilities to ensure it continues to serve the complex and changing needs of its Industrial Membership. A key appointment within this transformation is the Director of Technology, a pivotal role with responsibility for steering TWI's global engineering and technology strategy, ensuring delivery of high-quality, future-focused outputs that drive industrial advancement.

As a key member of TWI's senior leadership team and reporting directly to the CEO, the Director of Technology will shape the strategic direction of TWI's engineering and technology portfolio. This role goes beyond operational delivery—it's about setting the tone for technical excellence,

cultivating a forward-looking engineering culture, and driving innovation through close collaboration with global Members and partners. The technology business is navigating a challenging market environment and currently operates at a loss; however, this presents a significant opportunity for the Director of Technology to drive a strategic turnaround. By securing new contracts, expanding service offerings, and enhancing commercial performance, the successful candidate will play a key role in steering the business toward sustainable growth and profitability.

With responsibility for the oversight of technical resource planning and capability development, the Director of Technology will ensure TWI continues to meet evolving industry demands through high-quality, efficient, and future-proof engineering practices. The role calls for someone who can seamlessly balance strategic foresight with practical execution, building adaptable systems and nurturing a high-performing technical community. In addition to internal leadership, the Director of Technology will act as a key ambassador for TWI in external forums. Their insight and advocacy will be instrumental in ensuring that TWI remains responsive to global challenges while reinforcing its position as a trusted leader in applied engineering and innovation.





The Role



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The Director of Technology will serve as a key member of the executive leadership team and a statutory Director, with overarching responsibility for TWI's research, delivery, and assurance of technology and engineering services. The role will be instrumental in shaping and driving TWI's global strategy, policy development, and long-term success.

Strategic Leadership & Business Growth

- Direct and lead the technology function globally to ensure that applicable engineering outputs are delivered on-time, on-cost & on-quality to provide the engineering, skills and capabilities required by TWI Members.
- Lead organisation-wide transformation of engineering processes and capabilities, ensuring scalability, agility, and responsiveness to future challenges.
- Cultivate a collaborative, innovation-focused engineering culture that positions TWI at the forefront of technological excellence.

Operational Excellence & Compliance

- Ensure that engineering systems, policies, and tools are robust, proportionate, and aligned with international best practices.
- Oversee planning, allocation, and effective utilisation of engineering personnel across TWI business areas.
- Maintain and continuously improve quality, safety, and compliance in engineering activities across all jurisdictions and sectors.
- Foster integration and alignment across cross-functional engineering teams to deliver consistent, impactful, and future-ready technical outputs.
- Monitor and uphold standards of technical assurance, quality control, and risk management across all engineering domains.

People Leadership & Stakeholder Engagement

- Lead, inspire, and develop diverse, high-performing engineering and technical teams, promoting innovation, accountability, and inclusive leadership.
- Promote internal collaboration and knowledge-sharing across teams, ensuring talent is effectively deployed to meet dynamic project demands.
- Build and maintain strong relationships with TWI directors, Industrial Members, and global stakeholders to align engineering objectives with market needs.

Policy & Sector Influence

- Engage with government departments, regulatory agencies, and public sector partners to influence national and international technology policy and position TWI as a thought leader in innovation, engineering standards, and industrial strategy.
- Contribute to industry consultations, technical forums, and policy advisory groups to advocate for skills development, industrial competitiveness, and sustainable innovation.

Financial & Performance Accountability

- Ensure that technology and engineering activities contribute to organisational sustainability, growth, and delivery of high-value services to Members.
- Collaborate with commercial, finance, and operational leads to align engineering investment with TWI's strategic and financial objectives.

Person Specification



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The ideal candidate will be an experienced technology and engineering leader, with a proven track record of delivering at a director level. You will bring extensive experience of having led large engineering organisations across varied disciplines and in various jurisdictions, with a focus on people, skills, processes, quality assurance, and culture. Finally, you will have a strong alignment with TWI's underlying mission and values.

Experience & Track Record

- Proven track record of leading large, internationally distributed engineering and technology teams, ideally comprising 300+ employees.
- Knowledge and experience of implementing cutting-edge technologies, engineering excellence models, and globally recognised business assurance and compliance practices.
- Experience of working at Executive Board level, contributing to strategic decision-making and governance.
- Background in regulated sectors or membership-based organisations operating at a global scale, with understanding of compliance, risk, and assurance would be beneficial.
- Strong business development acumen, with experience in identifying new commercial opportunities and driving profitable growth.
- Comfortable operating in dynamic, evolving markets, with a record of resilience and performance under pressure.

Leadership & Personal Attributes

- A visionary leader with the ability to set clear direction, inspire teams, and foster a culture of high performance, innovation, and continuous improvement.
- Highly developed interpersonal and communication skills, with the ability to build trust and credibility across all levels of an organisation and externally.

- Strong organisational skills with the ability to manage competing priorities, lead change, and deliver results in fast-paced environments.
- Decisive and confident, with excellent problem-solving and decision-making capabilities.
- High levels of energy, passion, and commitment, with a proactive mindset and personal drive to make a difference.
- Demonstrated alignment with TWI's values and mission, and a commitment to upholding its standards and purpose.

Skills & Capabilities

- Outstanding leadership, coaching, and team development skills, with experience managing high-performing cross-functional teams.
- Ability to articulate complex technical issues to both technical and non-technical audiences.
- Proven ability to influence stakeholders, manage relationships, and navigate complex internal and external environments.
- Strong financial and commercial acumen, including experience in budgeting, forecasting, and performance monitoring.

Qualifications

- A postgraduate degree (MSc, PhD or equivalent) in a relevant engineering or technology discipline.



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Terms of Appointment

This role will be based at the Cambridge site.

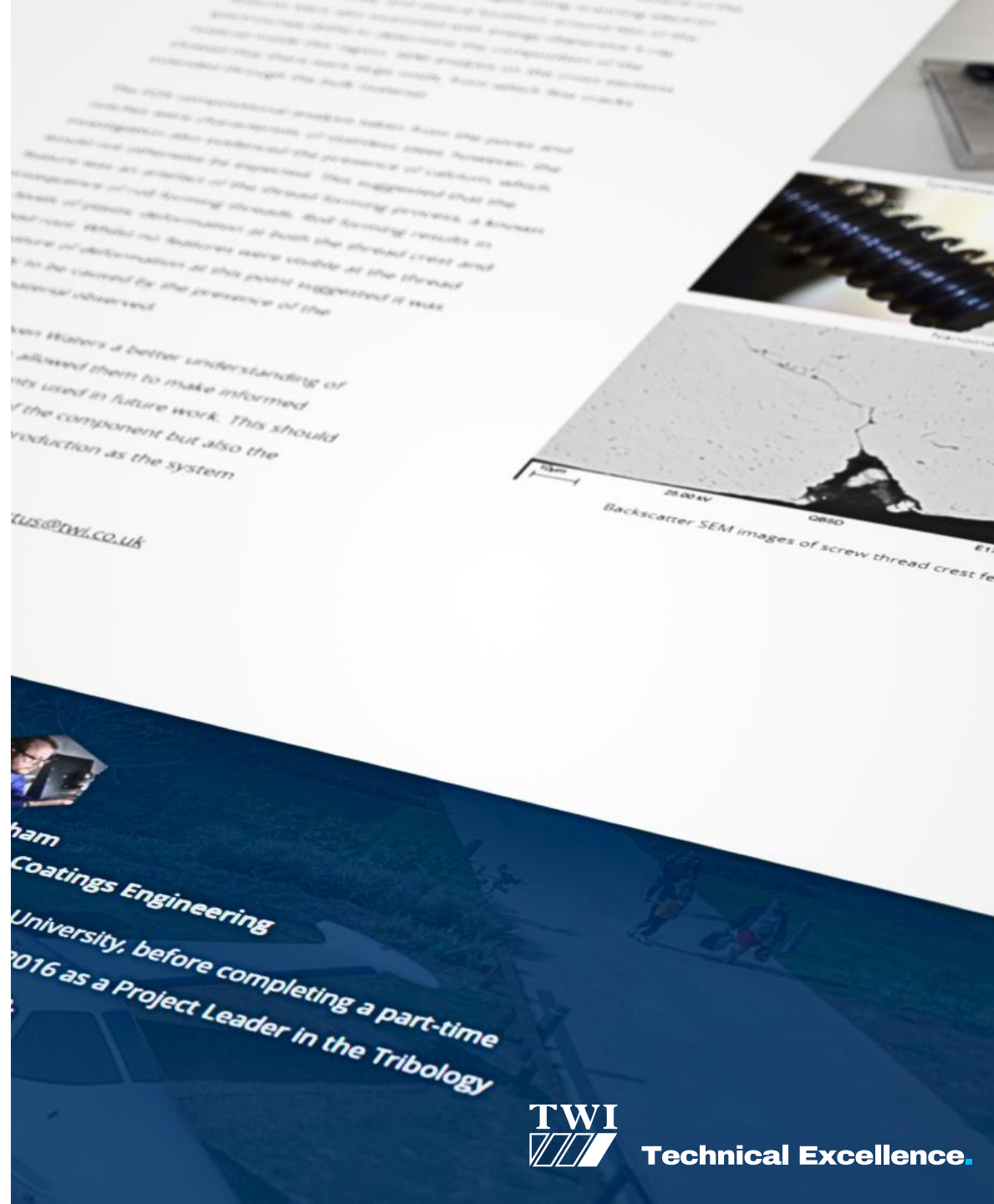
Competitive salary, to be negotiated with the successful candidate, with additional bonus and benefits package.

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 **HAAAED**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter.

The closing date for applications is noon on **Monday 9th June**.

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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Saxton Bampfylde

LONDON

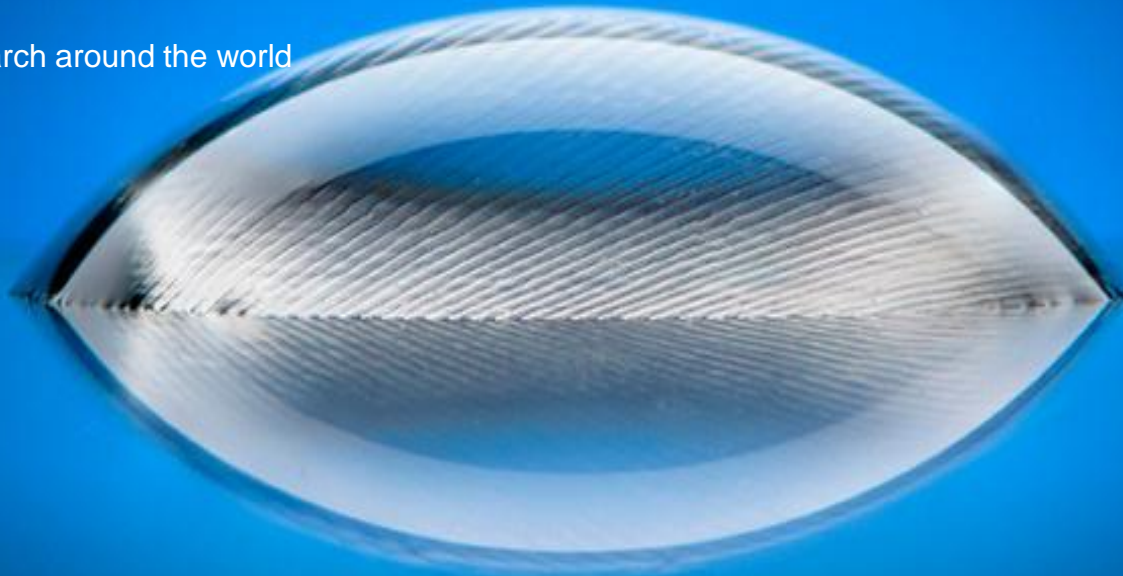
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