

Job Description:
Lead Technology Partner

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| Function: | TDDI |
| Position:  | Technology Partner |
| Immediate manager (N+1 Job title and name): | Lead Technology Partner |
| Grading  | ?? |
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| 1. Purpose of the Job – State concisely the aim of the job.  |
| The Technology Partner acts as a strategic interface between TDDI and a specific business segment or transversal, ensuring that technology strategy, capabilities, and investments are aligned to business priorities. The role is responsible for building trusted relationships with senior business stakeholders, providing early engagement in strategic planning, pipeline reviews, and bids. Working closely with technology experts, the Technology Partner helps translates business objectives into well-defined roadmaps and demand plans, supports value definition, and ensures solutions are feasible, compliant, and aligned to enterprise standards. By embedding within business processes and forums, the Technology Partner helps drive growth, reduce delivery risk, and maximise value from digital initiatives. |
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| 2. Dimensions – Point out the main figures / indicators to give some insight on the “volumes” managed by the position and/or the activity of the Department. |
| Revenue FY13: | €tbc | EBIT growth: | tbc | Growth type: | n/a | Outsourcing rate: | n/a | Region Workforce | tbc |
| EBIT margin: | tbc |
| Net income growth: | tbc | Outsourcing growth rate: | n/a | HR in Region  | tbc |
| Cash conversion: | tbc |
| Characteristics | * The role holder has staff management responsibilities for the Technology Partnering team.
* The role holder has no direct responsibility for sales or budget management.
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| 3. Organisation chart – Indicate schematically the position of the job within the organisation. It is sufficient to indicate one hierarchical level above (including possible functional boss) and, if applicable, one below the position. In the horizontal direction, the other jobs reporting to the same superior should be indicated. |
| d of TalentDelivery DirectorLead Technology PartnerTechnology PartnerTechnology PartnerTechnology Partner |

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| **4. Context and main issues** – Describe the most difficult types of problems the jobholder has to face (internal or external to Sodexo) and/or the regulations, guidelines, practices that are to be adhered to. |
| The Technology Partnering function provides early engagement in strategic planning, pipeline reviews, and bids, shaping business demand. By embedding Technology Partners within the business, the Technology Partnering function strengthens collaboration, reduces delivery risk, and ensures that value from digital initiatives is consistently realised.Key challenges include:* **Engaging at senior stakeholders** across segments and transversals, acting as both advisor and integrator for technology-related decisions. Ensuring that business strategy aligns with technology roadmaps.
* **Supporting the annual planning cycle** to ensure business priorities are understood and translated into technology requirements.
* **Supports sales pipeline management** working within the segments to ensure that technology is considered early in the sales pipeline for bids and mobilisations, to reduce delivery risk and enhance solution quality.
* **The coordination of bids** for TDDI and providing robust bid management and governance.
* **Ensuring the smooth handover to Portfolio Management** for projects and successful bids (mobilisations)
* **Providing early identification of prioritisation issues** andengaging region to manage any required arbitration.
* **Influencing roadmaps and investment priorities** by feeding into enterprise architecture and platform strategies with validated business insight and demand. Maintaining a clear understanding of market trends and the competitive landscape. As well as understanding the current offering and users feedback (e.g. via field observations).
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| 5. Main assignments – Indicate the main activities / duties to be conducted in the job. |
| * Acts as a key strategic interface into their assigned segments and transversals
* Maintains a clear engagement plan and stakeholder management plan for their segments and transversals.
* Engages their segments through the existing (business owned) forums and processes.
* Manages and reports on the bid pipeline for their segments from a TDDI perspective.
* Manages and oversees bids requiring TDDI support for their segments.
* Engages with segments and transversals to support effective annual business planning, including the on-going refinement and shaping of strategic projects ensuring smooth handover to portfolio management
* Actively participate in TDDI governance forums.
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| 6. Accountabilities – Give the 3 to 5 key outputs of the position vis-à-vis the organization; they should focus on end results, not duties or activities. |
| * Developing a trusted relationships and influence across segments and transversals
* Early engagement with segments and transversals to ensure business and technology alignment
* The smooth transition within delivery to Portfolio Management of mobilisations and projects
* Improved adoption of standard solutions and offerings across segments
* Demonstrating how TDDI contributes to improved win rates and delivering value
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| 7. Person Specification – Indicate the skills, knowledge and experience that the job holder should require to conduct the role effectively |
| Skills & competencies* Strong stakeholder engagement and influencing skills, including with senior leadership.
* Ability to translate complex business needs into actionable technology opportunities.
* Strategic thinking with the ability to prioritise, balance competing demands, manage ambiguity and influence strategic direction.
* Strong facilitation, negotiation, and demand management skills.
* Financial and commercial awareness to support business case development and value tracking.

Knowledge* Good understanding of the Sodexo business and segments
* Good understanding of enterprise IT functions (e.g. architecture, platforms, security, data, portfolio governance).
* Strong business and sector awareness, including understanding of drivers, priorities, and delivery contexts.
* Familiarity with product lifecycle management and operating models.
* Knowledge of digital trends and their implications for business models and operations.

Experience* Proven experience in a senior Technology/Business Partner, or strategic engagement role.
* Proven experience in a team leadership position
* Experience managing a small team and developing function-wide practices or standards.
* Demonstrable success in shaping technology roadmaps and enabling business transformation through digital.
* Exposure to managing or contributing to complex bids, commercial proposals, or client solutioning.
* Track record of working across multiple business units or geographies in a matrixed environment.

Behaviours and Personal Qualities* Gravitas, credibility, and integrity.
* Collaborative, diplomatic, and outcome-focused.
* Comfortable with uncertainty and proactive in driving clarity.
* Curious, commercially minded, and committed to continuous improvement.

Additional* Security Clearance to OFFICIAL SENSITIVE (SC) level for some contracts
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| 8. Competencies – Indicate which of the Sodexo core competencies and any professional competencies that the role requires |
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| * Communicates effectively
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| * Innovation
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| * Business Insight
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| * Act Collaboratively
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| * Challenge With Humility
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| * Drives Results
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| * Builds Effective Teams
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| 9. Management Approval – To be completed by document owner |
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| Document Owner |  |

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