

## Position Profile

Denholm Group

Group Head of IT



August 2020

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## 1: Welcome Note from Ben MacLehose, Group Managing Director

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Thank you for your interest in J. & J. Denholm. The Denholm Group is a diversified family business, operating four divisions: Shipping, Logistics, Seafoods and Industrial Services. Despite the diversity of the Denholm Group, we observe a set of common values that has always been at the heart of our business philosophy. The Group employs over 1,000 people, who all work to the principles of the 'Denholm Standard': upholding the law, integrity, fairness and respect.

We are a fifth-generation family company with our roots in shipping and maritime services. To ensure the continued strength of the Group, each generation has carefully considered the longer-term view of the future. That is why today, The Denholm Group has purposefully evolved into the four divisions and we continue to expand through organic growth and acquisition. This approach benefits all our stakeholders while providing the successful applicant variety and a range of different challenges and opportunities across the Group. As our new Head of IT, you will provide technology vision and leadership, while ensuring the provision and management of appropriate IT services, technology, and resource levels meet the dynamic operational requirements of all Denholm companies in an environment where functionality, security, scalability, reliability, and cost-effectiveness are of fundamental importance, alongside the management of Group IT policies & standards, and monitoring compliance therewith.

If you are interested in leading the IT development of an established and progressive company with strong values, then we look forward to hearing from you.



Ben MacLehose  
Group Managing Director

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## 2: The Company

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The Denholm Group operates in the fields of Shipping, Logistics, Seafoods and Industrial Services. Our strategy is to own businesses that operate in a number of different industries, with a view to providing a diversification of risk to our shareholders. Across the UK we operate from over 50 offices and employ over 1,000 people, who have signed up to the principles of the 'Denholm Standard': upholding the law, integrity, fairness and respect, whilst also striving to exceed customers' expectations.



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## 3: The Role

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The Denholm Group is going through an exciting time in our continuing evolution and to support us on this journey we are looking to recruit into the business critical role of Group Head of IT.

Reporting to the Group Managing Director, the Group Head of IT will lead the strategic development, transformational change and operational management of the technology function and the overall digital capability of the organisation.

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The primary responsibilities of the Head of Group IT are to provide technology vision and leadership, and to ensure the provision and management of appropriate IT services, technology, and resource levels meet the dynamic operational requirements of all Denholm companies in an environment where functionality, security, scalability, reliability, and cost-effectiveness are of fundamental importance, alongside the management of Group IT policies & standards, and monitoring compliance therewith.

### **Key Accountabilities:**

- Develop and promote The Denholm Group IT strategy to align with Group and divisional objectives in a secure and cost-effective manner
- Identify areas where deployment of new technologies might bring business benefit
- Liaise with Group Board, Group Audit Committee, Group GDPR team, Group Insurance and divisional senior management on IT matters
- Develop and manage IT policies in conjunction with senior management
- Ensure IT projects are properly specified, managed, resourced, and authorised
- Oversee Group and divisional IT operations & systems, ensuring that:
  - system performance is properly monitored and managed
  - appropriate backups and data recovery measures are in operation
  - optimal levels of resilience are built into the overall IT infrastructure
  - overall IT security measures are effective
  - adequate DR & contingency plans are in place, and
  - IT policies are followed.
- Manage out our two datacentres in line with the current Cloud migration exercise
- Manage the Group's ShareFile system, and potentially its migration to Microsoft SharePoint
- Lead, manage and coordinate two IT teams based in Glasgow and Liverpool
- Monitor and authorise IT procurement across the Group and ensure compliance with Group policies
- Prepare the annual budget for the Group IT function, and manage costs accordingly
- Manage Azure billing and ensure optimisation of costs
- Negotiate and manage Group contracts for software, hardware, and services
- Manage the performance of suppliers of Group IT services
- Negotiate mobile phones contract and ensure service quality, including monitoring of overall usage stats, contract compliance, etc
- Manage DNS and domain registration procedures, incl. SSL certificates etc

As a strategic Technology Leader you will have the unique opportunity to lead and develop The Denholm Group's overall technology capacity and capability, and ultimately be responsible for successfully leading, directing & implementing the technology and digital strategies required to allow The Denholm Group to continue to deliver high quality, efficient and effective services with a focus on their mission and the customers they serve.

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## 4: Preferred Candidate Background

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### Essential Criteria:

- Degree educated or equivalent, preferably in a technology-related field
- Proven track record of success in technology leadership positions
- Experience of managing the transition of ICT Services and Applications from on premise to the Cloud
- Proven track record of innovative ICT solution provision and implementation
- Experience of developing and implementing ICT strategies, including experience of budgeting and managing budgets
- Strong experience leading change and championing transformative IT and customer service strategies which are sources of competitive advantage and differentiation
- Excellent knowledge of IT systems and infrastructure
- Background in designing/developing IT systems and planning IT implementation
- The ability to lead stakeholders in defining their technology transformation journey and demonstrated experience managing and delivering major technology and business transformation programmes while maintaining business outputs
- Superior analytical and problem-solving capabilities
- A strong strategic and business mindset
- Excellent organisational and leadership skills
- Excellent interpersonal and team building skills expressed as the ability to interact and communicate with all levels, internally and externally





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## 5: Remuneration

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Attractive package commensurate with background and experience required for the role.

For more information on remuneration please contact Angela McCann, Director at Hamilton Forth, on the email address below.

E: [angelamccann@hamiltonforth.com](mailto:angelamccann@hamiltonforth.com)

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## 6: The Recruitment Process

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Interested candidates should provide a tailored CV and covering letter, explaining your motivation for applying, to [angelamccann@hamiltonforth.com](mailto:angelamccann@hamiltonforth.com)

