



# DIRECTOR DIGITAL AND IT

Recruitment Pack



# About the role of Director of Digital and IT

**Location:** Northumberland (Hybrid)

**Salary:** £105,946 - £115,387

**Contract:** Permanent

## Shape the future of Northumberland as a Land of Great Opportunity.

Northumberland County Council is committed to being a Council that works for everyone. We are seeking an exceptional leader to join our Senior Management Team as Director of Digital & IT. As our Director of Digital & IT, you will play a pivotal role in driving transformation across the organisation, modernising services, improving outcomes for residents, and ensuring the council is equipped with secure, reliable and future-focused digital capabilities.



# About the role of Director of Digital and IT

## About the role

As Director of Digital, Data and Technology, you will lead and manage the Council's Digital and Information services, ensuring they enable delivery of our corporate priorities and support a Council that works for everyone. You will develop and implement digital, data and technology strategies that enhance communication, engagement, and service delivery—while ensuring value for money and the best use of public funds.

You will drive our digital transformation agenda, shaping a forward-looking programme that refreshes IT infrastructure, streamlines processes, and delivers sustainable, long-term benefits. Through strong governance and robust risk management, you will safeguard systems, protect individuals and the organisation, and support business continuity.

Working closely with the Director of Transformation, you will lead the development of investment plans, business cases, options appraisals and benefits realisation to support high-quality, efficient services. You will also oversee the development of a Council-wide data strategy, ensuring that accurate, secure and insightful intelligence underpins effective decision-making.

As a key member of the Senior Management Team, you will contribute to corporate leadership, workforce development and organisational excellence—promoting a culture of collaboration, inclusion and innovation across the Council and with our partners.

## About the Digital, Data and Technology Service

The DDaT service enables the design, delivery and operation of modern, user-centred, data-driven services across the Council. We provide secure and scalable technology, high-quality data and insight, and accessible digital services that support evidence-based decision-making and improved outcomes for residents.

We work collaboratively across the organisation and with partners to ensure solutions meet user needs, comply with standards, drive continuous improvement and support digital inclusion and growth.

## Why Join Us?

Northumberland is a place of ambition, pride and opportunity. In this role, you will shape the digital future of one of the country's largest counties—helping us deliver excellent, accessible and efficient public services that improve the lives of our residents.

Attractive benefits including, generous annual leave, local government pension scheme, Leadership Coaching, Employee Wellbeing support for mental and Physical Health, discounted gym membership

If you are a visionary leader with a passion for public value, digital innovation and high-quality service delivery, we would love to hear from you.

# Key Responsibilities

## Strategic Digital & IT Leadership

- Act as the Council's principal adviser on digital and information management.
- Provide expert strategic advice to Members, senior leaders and committees.
- Lead horizon scanning and policy analysis to inform future strategy.
- Position Northumberland as an innovative digital leader regionally and nationally.

## Digital Transformation & Service Improvement

- Drive major change programmes, including the corporate Transformation Programme.
- Champion user-centred digital services that improve access and efficiency.
- Ensure digital solutions support sustainable, high-quality, customer-focused services.

## Investment, Resources & Value for Money

- Lead development of IT investment plans and ensure best use of capital and revenue.
- Oversee resources, budgets and assets to meet priorities and statutory duties.
- Support business cases and benefits realisation to secure value for money.

## Governance, Risk & Business Continuity

- Ensure strong digital, IT and information governance arrangements.
- Maintain robust risk management and business continuity frameworks.
- Fulfil statutory and corporate responsibilities, including emergency planning and elections.

## Partnerships & Stakeholder Engagement

- Represent the Council locally, regionally and nationally.
- Foster collaboration and shared solutions across partnerships.
- Maintain transparent communication and effective Member/officer relationships.

## Leadership, Culture & Workforce Development

- Promote an inclusive, values-based culture across digital and IT services.
- Act as a visible role model for innovation and continuous improvement.
- Lead, mentor and develop a skilled and resilient workforce.

# Our Corporate Plan

Our Corporate Plan sets out what the Council – Members and staff - will do, working with partners and communities to deliver on our Vision and Priorities for all of Northumberland's residents in the coming years. And it outlines how we will ensure we are a Best Value Council, delivering value for money services to residents, businesses and visitors to the county.

[You can read the 2023|26 Corporate Plan here.](#)

The Corporate Plan is currently under review, and the new plan will be available early 2026.

**OUR VISION**  
LAND OF GREAT OPPORTUNITIES

**OUR VISION**  
Northumberland: Land of Great Opportunities. With world-class facilities to stunning landscapes, spectacular castles, picturesque coastal and market towns, we believe there's no better place to live and work. Our economy boasts a growing, internationally-recognised offshore and renewable energy hub delivering clean and green growth. And, we have a strong manufacturing base, including in pharmaceuticals and life sciences. We are the largest and least densely populated local authority area in England. That makes for lots of communities with distinctive characteristics, heritage, functions and needs. We aim to build on all these strengths to ensure the county continues to be a land of great opportunities for current and future generations. To achieve this, Members and Council staff are focused on working together to deliver our three Corporate Priorities:

**1. ACHIEVING VALUE FOR MONEY** – recognising we are funded by residents and businesses and are accountable to them for our spending decisions and the quality of services we deliver. We must ensure we are delivering Best Value through efficient, effective and accessible services that respond to and meet the needs and expectations of our residents. And, as one of the largest employers in the county, we can become a leading example for residents, communities and businesses on carbon neutral approaches.

**2. TACKLING INEQUALITIES** – ensuring people have fair access to the building blocks for a good life such as a decent income, a good quality job, safe, affordable and warm housing as well as good quality education and training opportunities. By tackling inequalities, we want to reduce the gap in experiences our residents have across health, education, employment and social outcomes.

**3. DRIVING ECONOMIC GROWTH** – so that everyone can benefit from a strong and sustainable economy. There are significant opportunities for growth right across our diverse and rich county and harnessing these opportunities will support our communities to thrive. We want Northumberland to be a great place to live with opportunities for all of our residents, whether they live in our vast rural countryside or within one of our busy towns. In achieving the three Corporate Priorities, we will ensure we pass on a healthy, clean and sustainable environment to future generations. Each of our three Priorities has a part to play in responding to the Climate Change Emergency. Climate Change threatens to disproportionately affect our poorest areas, and climate policies which are too burdensome for the poorest in society could have an unwelcome effect on inequality. Net Zero is the growth opportunity of the 21st Century. Northumberland can get a huge boost from the low carbon economy, and we are already creating the foundations as we work to become carbon neutral.

**WHAT IS THIS DOCUMENT?**  
This is our Corporate Plan. It sets out what the Council – Members and staff – will do, working with partners and communities to deliver on our Vision and Priorities for all of Northumberland's residents in the coming years. And it outlines how we will ensure we are a Best Value Council, delivering value for money services to residents, businesses and visitors to the county. We will build on what we have achieved from the Corporate Plan in the past year. We will use this plan to shape how we deliver all of our services and functions, ensuring service plans and staff appraisals are clear on how they will contribute to achieving our Vision and Priorities. By setting the context for the Council's Budget and Medium-Term Financial Planning process, the Corporate Plan will ensure our spending plans align to our Priorities.

**OUR LAND**  
Northumberland is England's northernmost county, stretching from the Scottish Border in the north and east to Tyne-side and County Durham in the south. Northumberland is a county of stunning contrasts. From ancient castles to high-tech industry, from pristine beaches to wild countryside – Northumberland has something for everyone. It's a huge space. The county is the largest unitary authority by geographic coverage with the greatest area of Green Belt of any Local Planning Authority. With an area of 5,013 km<sup>2</sup> and a population of 323,820 (2020), Northumberland is the least densely populated of the North-East region's 12 local authority areas and the sixth most sparsely populated in England. The different parts of the county have distinct characteristics, from urban to rural, coastal to upland and well-connected to remote. These are the contrasts that make Northumberland so special, whether it's a place to live, work or visit. It's easy to see why the county is one of the UK's top tourist destinations.

**Population of 323,820 and covers an area of 5,013 km<sup>2</sup>**

**97% of its area classed as rural, the county is sparsely populated with 64 people per km<sup>2</sup>**

**Half of the county's population live in 3% of urban land found in the south east of the county**

# A Land of Great Opportunities

## Choose Northumberland

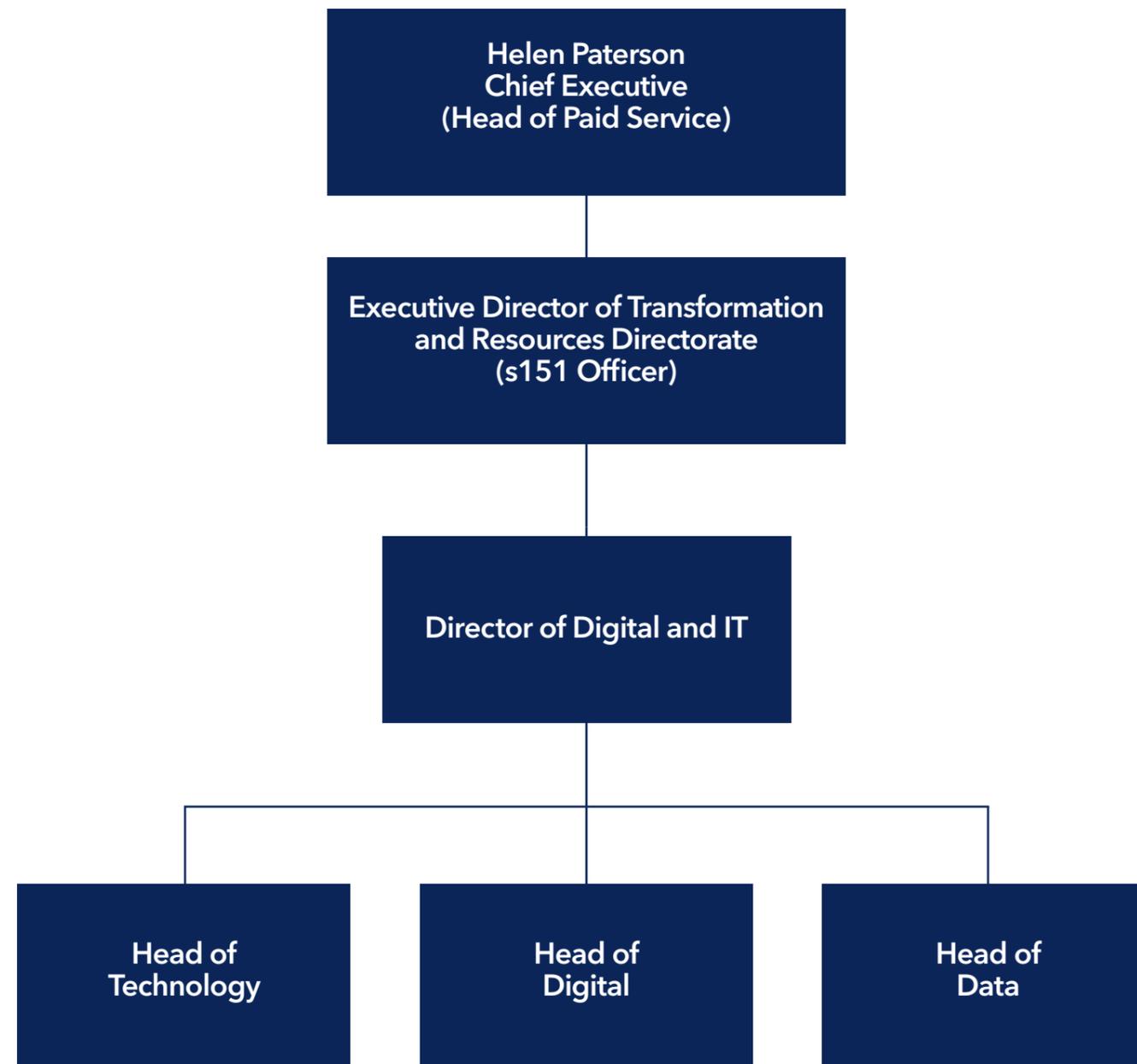
Northumberland is a land of great opportunities. It boasts stunning landscapes, spectacular castles, picturesque market towns and a beautiful coastline.

We are proud to call ourselves the place for prosperity and innovation and we are a county that boasts international leaders in industry, investment-ready locations, welcoming communities, a rich history and proud heritage, and globally significant tourist attractions, culture and landscapes.

Our communities are vibrant and welcoming with distinctive characteristics, culture and heritage, and together we are working towards a cleaner, greener, sustainable environment. Whether you enjoy surfing at the coast, eating at top-rated restaurants or experiencing vibrant nightlife, we believe there's no better place to live and work.



## Transformation and Resources Directorate - February 2026



# Our Senior Management Core Competencies

## Working with Partners

- Work collaboratively across services and departments to deliver corporate excellence
- Work collaboratively with external partners to deliver excellent service
- Seek opportunities for partnership working at a local, regional, national and European level
- Clarify expectations, objectives and working arrangements of partnerships
- Contribute effectively to multi-partner projects

## Serving Our Communities

- Promote the community plan
- Seek and act on feedback from the community
- Influence service and corporate plans to reflect community needs
- Develop, deliver and improve access to services based on an awareness and understanding of the diverse community
- Promote equality of opportunity in service delivery

## Working within the Political Arena

- Understand and actively support the role of councillors
- Understand and actively support the democratic process within Northumberland County Council
- Recognise the impact of government and legislation on council strategy and services
- Consult, support and keep councillors informed

## Delivering Excellence

- Understand how corporate performance is measured
- Monitor and evaluate services in relation to objectives and performance indicators
- Establish a culture that embraces the agreed vision and values
- Be positive ambassadors for the organisation
- Contribute to strengthening corporate leadership capacity
- Identify opportunities where organisational performance could be improved

# Our Senior Management Core Competencies

## Focusing on the Future

- Scan the external environment, look ahead, assess strategic options and develop the Council in the medium and long term
- Lead the development and implementation of corporate policy at strategic level
- Challenge what we do and how we do it
- Influence relevant national and regional organisations and partners
- Connect plans, policies, strategies and services to provide consistent service delivery
- Generate innovative ideas
- Translate strategy into action
- Consider the implications of decisions across the council and act in the overall interests of Council performance

## Building Shared Visions and Values

- Scan the internal environment and engage with employees in compelling visions of the future
- Create an environment in which a culture embracing our Vision and Values can thrive
- Involve all stakeholders in building a vision for the future
- Have a clear picture the direction of the organisation is taking and communicate it with insight, energy and vision
- Translate the Council vision into practical and achievable plans

## Strengthening Corporate Leadership Capacity

- Continuously develop the political leadership and managerial interface
- Operate with others as a cohesive managerial team
- Create time with staff and other managers for discussion about their development rather than fire-fighting
- Coach and mentor staff and other managers
- Lead, delegate and empower others at a strategic level
- Identify and develop potential senior managerial successors

## Promoting and Facilitating Change

- Critically evaluate the reasons that prompt change and take appropriate action
- Proactively steer internal change
- Proactively manage the exchange of information between the public and the organisation
- Consider the resource implications of change
- Anticipate and respond to emotional and morale issues brought about by change
- Monitor and evaluate the change process to ensure aims are met

**Additional information can be found under the corresponding section in the Job Description.**

# Our Values



## People First

We provide services to our people (residents, colleagues, members, partners, visitors and businesses) through lasting, genuine relationships that make a positive difference to their lives and their communities. We listen and understand our people's needs and put them at the heart of our decision-making.



## Excellence

We strive for the highest quality delivery of our services. This means being accountable for our actions and delivering on our commitments. We share and celebrate what works, are open and learn from what doesn't and take pride in continually improving.



## Resilience

We have robust controls, practices and support in place to protect our residents, our colleagues and our communities and empower them to thrive and live well. We are committed to acting sustainably in order to drive the right impact, over the long term, whilst ensuring best value for money.



## Respect

We are committed to building a trusting, caring and supportive environment for all our colleagues and communities. That means we are there for each other, act with empathy, value differences and encourage others to express themselves in order to collectively achieve our common goals. We treat others as they would wish to be treated.

# Interview arrangements and provisional timetable

The indicative timetable is as follows:

Advert open: 19 February 2026

Closing date for applications: 8 March 2026

Assessment Centre: afternoon of 25 March 2026

(including a Stakeholder Panel, Lumina Assessment and Formal Interview with presentation).

Appointment confirmation will be subject to Staff & Appointments Committee and full Council approval.

Candidates will be asked to send a CV with covering letter outlining how your skills and experience make you a suitable candidate for the role, to Michelle Pringle at [michelle.pringle@northumberland.gov.uk](mailto:michelle.pringle@northumberland.gov.uk) or Sophie Atkin at [sophie.atkin@northumberland.gov.uk](mailto:sophie.atkin@northumberland.gov.uk)

Should you require further information or wish to discuss any aspect of the advertised role, please contact Audrey Kingham for an informal professional discussion using the following details:

Anita Bingham, Business Support Officer to Audrey Kingham, at [anita.bingham@northumberland.gov.uk](mailto:anita.bingham@northumberland.gov.uk)

## Relevant Documentation and Information

Working for Northumberland County Council:  
[nland.cc/WorkingForNCC](http://nland.cc/WorkingForNCC)

# Additional Information and Appointment Arrangements

## Rate of Pay

**Band 16 - £105,946 - £115,387**

## Applications

All candidates should send a CV with covering letter to Michelle Pringle at [michelle.pringle@northumberland.gov.uk](mailto:michelle.pringle@northumberland.gov.uk) or Sophie Atkin at [sophie.atkin@northumberland.gov.uk](mailto:sophie.atkin@northumberland.gov.uk).

Applications must be received by 8 March 2026.

## Employment References

Please include name, address and telephone number of two referees. Candidates should state their relationship with each referee. Employment references will be taken up for the successful candidate only. If candidates wish to be advised before we contact their referees, this should be indicated clearly beside their names.

## Evidence of qualifications

Candidates will be required to bring evidence of their qualifications to the assessment day if shortlisted.

## Occupational Health

The successful applicant will need to satisfy the requirements of the role. Any offer of employment will be subject to passing occupational health clearance.

## Disclosure and Barring Service Check

Due to the nature of this post, they are exempt from the Rehabilitation of Offenders Act 1974 and convictions, whether spent or unspent, must be declared.

## Immigration, Asylum and Nationality Act 2006 - Prevention of illegal working

Candidates must be eligible to work in the UK. The successful candidate will be required to provide original evidence of their eligibility to work in the UK. Further guidance will be made available to shortlisted candidates.



Northumberland  
County Council