

C-Suite & Leadership



Salary & Insights Report
2025-2026

#BuildingTrust

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Who are Tech & Data People?

Tech & Data People (TDP) is a specialist provider of Technology and Data Analytics recruitment services in Australia.

With a dedicated team of experienced recruiters and an industry-leading network of professionals, we pride ourselves on connecting top talent with leading organisations across Australia.

Leveraging a combined 100+ years in Technology and Data recruitment, our compassion and understanding for candidates and employers show in our unrivalled network.

We connect progressive businesses with exceptional contract and permanent talent across the full spectrum of technology roles:



**Data
Analytics & BI**



**Software
Development**



**Cyber
Security**



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Infrastructure**



**Project
Services**



**Digital &
Marketing**



About This Guide

This guide offers a strategic overview of the evolving executive landscape across Technology Leadership and C-suite roles in Australia. It delivers high-level insights into remuneration benchmarks, executive tenure, talent movement, and gender distribution, equipping business leaders with the intelligence needed to shape hiring strategies and retain top-tier talent.

Informed by our specialist executive search team and advanced data analytics, the report blends real-time market observations with historical trends and industry participation. Salary figures reflect benchmark **base** salaries (**excluding** superannuation) and **contractor day rates** across a breadth of sectors and business sizes.

Whether you're refining your executive remuneration framework or assessing your position in a competitive leadership market, this guide serves as a trusted reference point for informed decision-making.



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2025-26 Executive Overview



STUART GARLAND
Director

As we enter the 2025–26 financial year, the executive talent landscape is undergoing a significant transformation. Organisations across Australia are navigating a complex environment marked by rapid technological advancements, economic uncertainties, and evolving workforce expectations. In response, there's a notable shift towards more flexible and strategic leadership models, particularly in the technology sector. This, in turn, places a demand for leaders who can drive growth while navigating new complexities.

Boards and CEOs are looking to their C-suite to deliver not just operational excellence but measurable business value, innovation, and risk mitigation in equal measure.

From digital transformation and AI integration to cybersecurity and ESG governance, the scope of executive mandates continues to expand. In particular, organisations are prioritising leaders with proven commercial acumen, stakeholder influence, and the agility to evolve strategy in real time.

Key Trends Shaping the Executive Landscape:

- **Rise of Fractional Leadership:** The demand for fractional executives—seasoned professionals engaged on a part-time or project basis—is surging. This model offers companies access to high-level expertise without the long-term financial commitment of full-time roles. It's especially prevalent in startups and SMEs seeking agility and cost-effectiveness in leadership.



- **Evolving C-Suite Roles:** Executive roles are expanding to encompass broader responsibilities. Traditional role boundaries are blurring. CIOs are acting as growth strategists. CTOs are balancing innovation with risk. CISOs are now board-level voices. This evolution reflects the growing integration of technology into all facets of business operations.
- **AI & Tech Stewardship:** Leaders with credible experience in AI readiness, data strategy and tech-enabled change are commanding a premium, not just in pay, but influence. Companies are seeking leaders who can not only implement these technologies but also align them with overarching business goals to drive growth and efficiency.
- **Talent Compression:** The senior talent pool is narrowing in some markets, particularly in highly regulated sectors. Employers are adjusting with more flexible engagement models, including interim and fractional executives.

Implications for Employers & Executives

FOR EMPLOYERS:

To remain competitive, businesses must rethink how leadership is structured, incentivised, and aligned to business outcomes. Organisations must curate leadership capability that can flex, scale and respond to both known and emerging challenges.

- **Design for Agility:** Embedding fractional, interim and project-based leadership options allows organisations to plug capability gaps quickly, without the long lead times or overhead of permanent hires.
- **Prioritise Tech Fluency:** With AI, data and cybersecurity now sitting at the heart of business strategy, organisations must seek leaders who understand technology not just as an enabler, but as a core lever for growth and transformation.



- **Reassess Total Value Propositions:** As executive expectations evolve, salary alone won't win the race. Equity, purpose-driven leadership, flexible working, and board access are playing a larger role in C-suite decision-making.
- **Strengthen Succession Pipelines:** The war for top talent is compressing the bench. High-performing organisations are proactively investing in succession planning and leadership development, not just reacting to exits or expansions.

FOR EXECUTIVES:

The evolving leadership landscape offers greater influence, but also greater scrutiny. Executives must demonstrate agility, foresight, and commercial impact in equal measure.

- **Stay Adaptive & Open to New Models:** Portfolio careers, fractional roles and advisory positions are no longer career detours but strategic opportunities for influence, scale, and flexibility. Executives who embrace this shift can diversify their impact and future-proof their relevance.
- **Build Credibility in Tech & Change:** Boards are increasingly seeking leaders who can translate technological potential into enterprise-wide value. Executives should deepen their knowledge in areas like AI strategy, automation, cybersecurity governance and digital transformation.
- **Lead with Strategic Empathy:** Workforce expectations have changed. The ability to lead with empathy, manage hybrid teams, and align business strategy with purpose and wellbeing is now a critical leadership differentiator.
- **Demonstrate Measurable Value:** Whether in permanent or fractional roles, impact must be quantified. Leaders who clearly link their initiatives to revenue growth, operational efficiency, or risk mitigation will hold the strongest positions in this competitive landscape.





MARKET GROWTH

Australia's technology sector is poised for significant expansion in the 2025–26 period, driven by robust investments in digital transformation, artificial intelligence (AI), and cybersecurity. According to Gartner, IT spending in Australia is projected to reach **AU\$147 billion** in 2025, marking an 8.7% increase from the previous year. This growth is primarily fuelled by a 13.4% surge in software investments, alongside substantial allocations towards IT services and infrastructure.

The AI sector, in particular, is experiencing rapid advancement, with forecasts indicating a 27.3% growth, elevating its market value to AU\$2.5 billion. This acceleration underscores the escalating demand for AI-driven solutions across various industries.

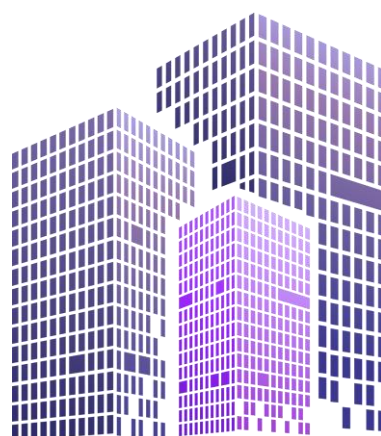
In tandem with technological investments, the employment landscape is also evolving. The IT sector boasts a Net Employment Outlook of +27%, significantly outpacing the national average of +11%. This trend highlights the increasing demand for skilled professionals to lead and manage technological initiatives. Government initiatives are further propelling this growth. The 2025 Federal Budget has earmarked over AU\$2 billion in direct support for the tech sector, focusing on areas such as cybersecurity, AI development, and digital infrastructure. These investments aim to position Australia as a global leader in technology and innovation.

For C-suite and executive leaders, these developments signal a dynamic and opportunity-rich environment. The convergence of increased funding, technological innovation, and a competitive talent market necessitates strategic leadership to navigate and capitalise on the evolving landscape.



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Chief Information Officer

Gender Distribution:



Average Tenure:

3.2 years

Demand:

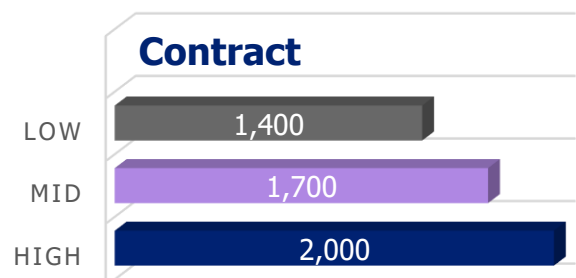
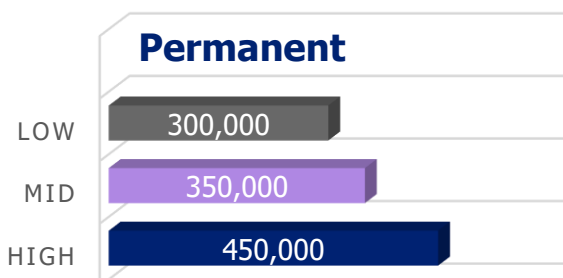
Very High

Chief Information Officers (CIO) are no longer just technology custodians but strategic enablers who ensure technology directly supports growth, resilience, and competitive advantage. Employers are increasingly relying on CIOs to lead large-scale digital transformations, modernise legacy environments, and embed agility into technology delivery

Top CIOs bring a strong commercial mindset and can translate technical capability into board-level conversations around revenue, risk, and long-term value. They are also tasked with building future-ready teams, driving enterprise-wide efficiency, and integrating AI, data platforms, and cybersecurity frameworks, all without disrupting operational stability.

STANDOUT CIOs DEMONSTRATE:

- Track record leading transformation across complex, regulated environments
- Strong business alignment and ability to influence C-suite and board stakeholders
- Deep understanding of cloud, cybersecurity, data governance, and AI integration
- Commercial acumen and experience managing multi-million-dollar portfolios
- A steady hand through change, with a bias for delivery and measurable outcomes.



Chief Technology Officer

Gender Distribution:



Average Tenure:

3.2 years

Demand:

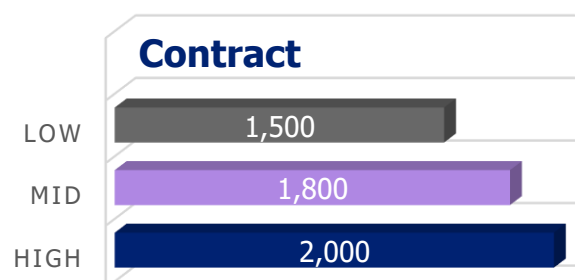
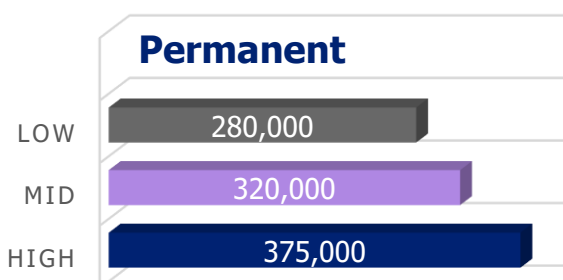
Very High

Sitting at the intersection of innovation and delivery, Chief Technology Officers (CTO) shape the technical vision that drives sustainable growth and market differentiation. In a landscape where technology is often the product, or the key enabler of it, CTOs are expected to lead architecture strategy, guide product engineering, and build scalable, secure platforms that can evolve with the business.

Beyond strong technical credentials, today's CTOs need to be customer-focused, commercially aware, and highly collaborative, working across product, design, data, and operations to turn ideas into value. Their ability to influence at the executive level and lead high-performing teams through change is critical to impact.

STANDOUT CTOs DEMONSTRATE:

- Deep engineering expertise and hands-on architecture leadership
- Track record of scaling platforms and infrastructure in complex environments
- Strong product thinking and alignment to customer needs
- Experience with modern delivery practices
- A strategic visionary paired with delivery discipline and talent attraction.



Chief Digital Officer

Gender Distribution:



Average Tenure:

3.5 years

Demand:

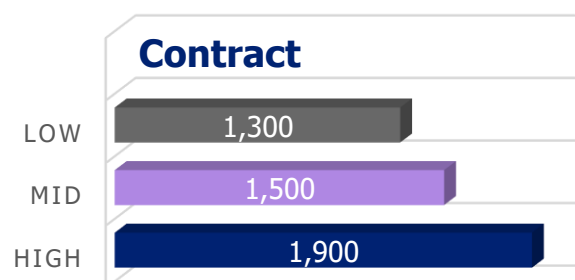
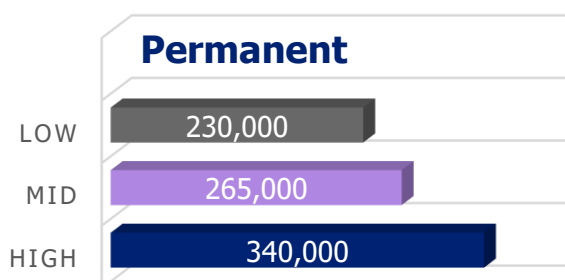
Very High

A Chief Digital Officer (CDO) leads the charge in aligning digital strategy with business growth, revenue models, and customer experience. Sitting at the crossroads of marketing, technology, and operations, they orchestrate transformation programs that create competitive differentiation and new channels to market.

These digital leaders are expected to be both visionary and pragmatic, able to set bold digital agendas while delivering sustainable value across the business. They must champion innovation, customer-centric thinking, and continuous optimisation across all digital touchpoints.

STANDOUT CDOs DEMONSTRATE:

- Track record delivering digital transformation at scale
- Deep understanding of customer experience, product design and omnichannel strategy
- Expertise in digital operating models, Martech and platform integration
- Commercial mindset with a focus on digital ROI and performance metrics
- Ability to lead cross-functional teams and break down silos
- Strategic influence across executive teams and external partners.



Chief Information Security Officer

Gender Distribution:



Average Tenure:

3.3 years

Demand:

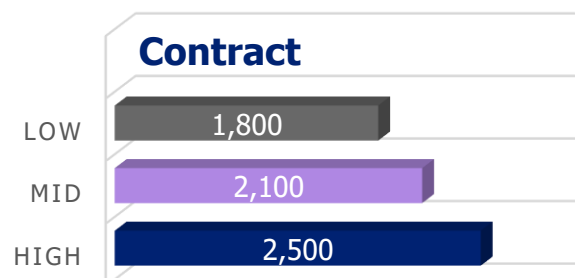
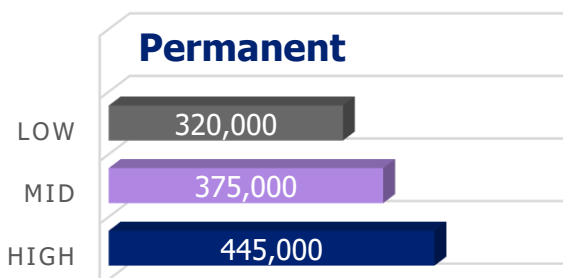
Very High

This role has evolved into a strategic, board-facing executive responsible for safeguarding digital assets, managing regulatory compliance, and embedding cyber resilience across the enterprise. As cyber threats become more sophisticated, Chief Information Security Officers (CISO) must go beyond protection, creating a culture of security that enables innovation rather than obstructs it.

The modern CISO must operate confidently in high-pressure environments, often leading crisis responses, navigating complex regulatory landscapes, and building cross-functional alignment with technology, legal and executive teams.

STANDOUT CISOs DEMONSTRATE:

- Deep understanding of enterprise risk and security architecture
- Experience in incident response, threat intelligence, and crisis leadership
- Strong regulatory and compliance knowledge
- Executive presence and ability to communicate risk in business terms
- Leadership in uplifting security culture and awareness across the organisation.



Chief Data Officer

Gender Distribution:



Average Tenure:

2.1 years

Demand:

Very High

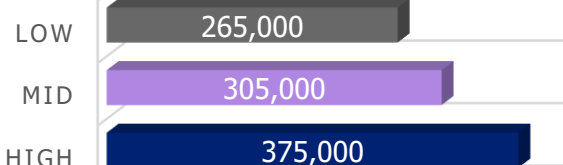
With data now a core competitive asset, Chief Data Officers (CDO) play a central role in driving enterprise value through data governance, analytics maturity, and AI enablement. Today's CDOs are not just upholders of compliance but architects of insight, turning data into a business enabler.

The most effective CDOs bridge technical capabilities with strategic vision, aligning data initiatives to customer experience, operational efficiency, and innovation. They also lead cultural change by uplifting data literacy and embedding data-driven decision-making across functions.

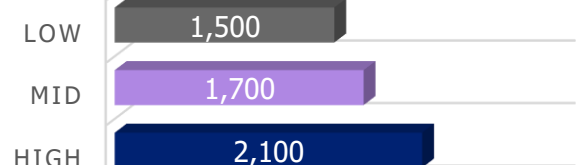
STANDOUT CDOs DEMONSTRATE:

- Expertise in enterprise data governance and privacy regulations
- Experience leading modern data platform transformation (e.g., cloud, lakehouse, real-time analytics)
- Deep understanding of data quality, metadata, and MDM practices
- Translates business problems into data solutions and measurable outcomes
- Strong influencing skills across technical and non-technical stakeholders
- Leadership in fostering a data-driven culture across all levels.

Permanent



Contract



General Manager - Technology

Gender Distribution:



Average Tenure:

3.5 years

Demand:

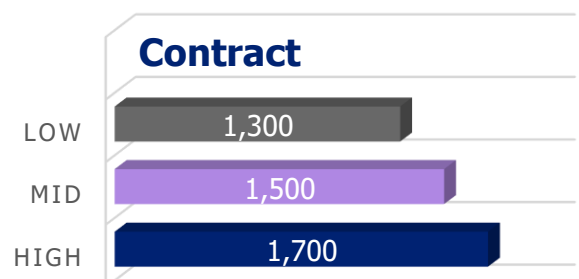
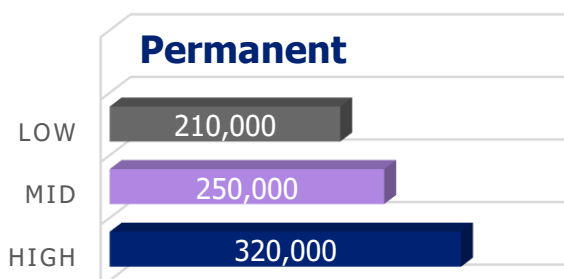
Very High

GMs of Technology oversee the strategic planning and execution of enterprise-wide technology initiatives. They manage core IT functions, infrastructure, engineering teams and transformation programs, ensuring technology supports business goals.

Their value lies in connecting the dots between operational excellence and innovation. The right GM brings stability and structure to tech environments while laying the foundations for scalable growth and digital uplift.

STANDOUT GMs OF TECHNOLOGY DEMONSTRATE:

- A track record modernising legacy systems and leading transformation
- Broad technical fluency across infrastructure, applications and cyber
- Strong stakeholder engagement across executive, vendor and delivery layers
- Commercial acumen and budget accountability
- Proven leadership across business-critical tech uplift and BAU.



General Manager - Delivery

Gender Distribution:



Average Tenure:

3.2 years

Demand:

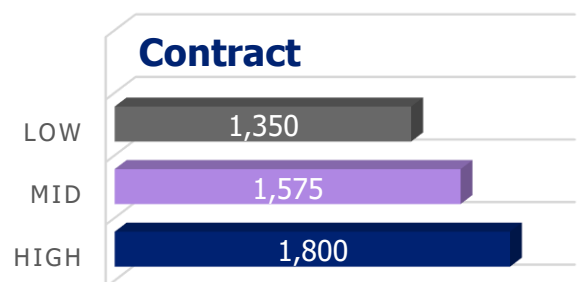
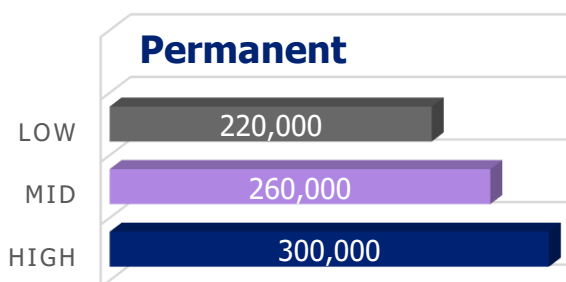
Very High

GMs of Delivery are responsible for large-scale program execution across transformation portfolios. They manage delivery teams, PMOs, budgets and governance, ensuring that complex projects land on time, within scope and aligned to business strategy.

These leaders drive value by reducing delivery risk and building adaptive, high-performing teams. They're instrumental in translating big-picture strategy into operational reality and keeping stakeholders aligned throughout the journey.

STANDOUT GMs OF DELIVERY DEMONSTRATE:

- Deep knowledge of delivery frameworks (Agile, hybrid, scaled)
- Strong governance and risk mitigation experience
- Executive stakeholder management and expectation setting
- Resource planning and capability uplift across large teams
- Consistent track record of landing complex programs.



General Manager - Digital

Gender Distribution:



Average Tenure:

2.8 years

Demand:

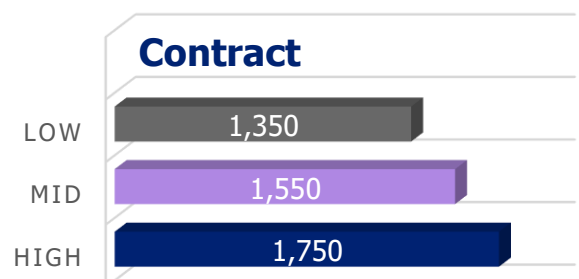
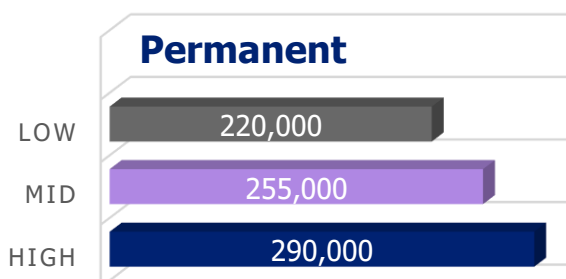
Very High

GMs of Digital lead end-to-end digital transformation, owning the strategy and execution across digital products, platforms and experiences. They work closely with marketing, product and tech teams to deliver seamless, customer-first outcomes.

The real value lies in their ability to translate digital opportunity into measurable business results, from revenue growth to operational efficiency and brand lift. They drive innovation, unlock customer insights and deliver transformation at scale.

STANDOUT GMs OF DIGITAL DEMONSTRATE:

- Customer-led product design and delivery experience
- Proven digital revenue or platform optimisation impact
- Omnichannel execution across web, app and CRM ecosystems
- Leadership of cross-functional and agile teams
- Strong commercial mindset and digital performance fluency.



General Manager – Data & Analytics

Gender Distribution:



Average Tenure:

3.5 years

Demand:

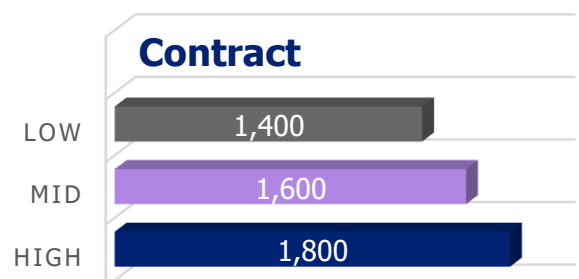
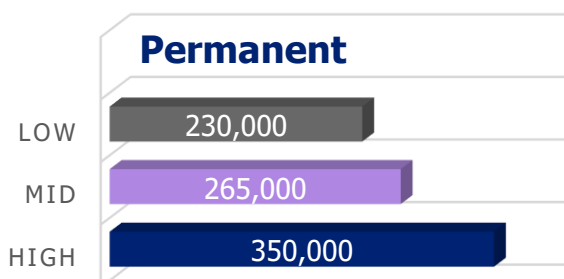
Very High

Shaping the enterprise data strategy and driving its execution, GMs of Data and Analytics oversee governance, platform capability and analytics maturity while ensuring data is accessible, trusted and aligned to business priorities.

Their value lies in enabling better decisions and unlocking competitive advantage through insight. They connect data investment to real-world business outcomes, be it improved customer segmentation, operational efficiency or AI readiness.

STANDOUT GMs OF DATA & ANALYTICS DEMONSTRATE:

- Governance and platform experience across cloud and hybrid stacks
- Deep analytics and insights leadership
- Understanding of local and global regulatory requirements (APRA, CDR, GDPR)
- Experience building high-impact, cross-functional data teams
- Ability to uplift literacy and embed a data-driven culture.



General Manager – Cyber & Risk

Gender Distribution:



Average Tenure:

2.7 years

Demand:

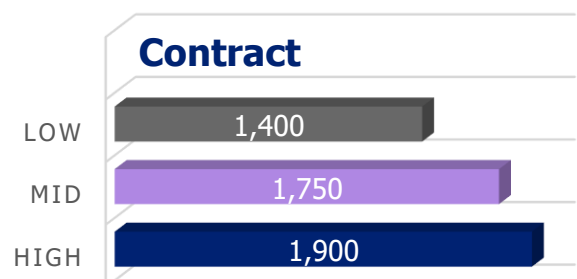
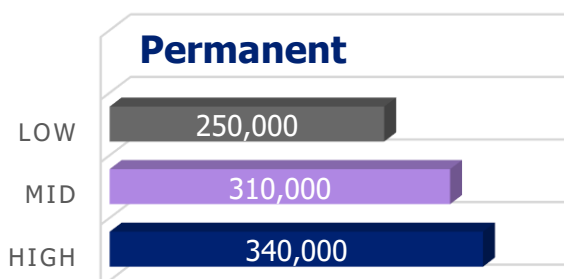
Very High

GMs of Cyber & Risk oversee enterprise-wide risk management and security operations. They ensure alignment with regulatory requirements, lead incident response strategy and maintain resilience across digital environments.

In this role, the real impact comes from embedding security as a business enabler, not just a control function. These leaders help organisations navigate evolving threats, manage third-party risk, and meet regulatory expectations without slowing down innovation or delivery.

STANDOUT GMs OF CYBER & RISK DEMONSTRATE:

- End-to-end security strategy development and execution
- Incident and threat response leadership
- Deep knowledge of frameworks like ISO 27001, NIST, CPS 234
- Risk assessment and governance capability
- Influential across executive and board-level stakeholders.



General Manager – Architecture

Gender Distribution:



Average Tenure:

3.4 years

Demand:

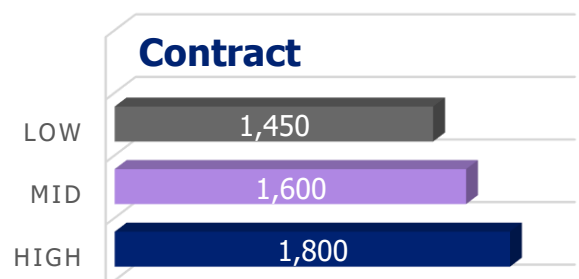
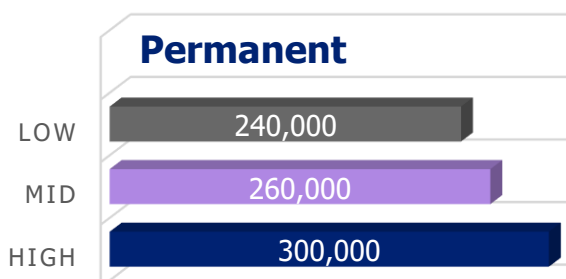
Very High

Defining and governing the technology roadmap, overseeing domain, solution and enterprise architecture, the GM of Architecture's remit is to guide decisions across integration, platforms and cloud adoption while ensuring scalability and compliance.

They're key to ensuring that technical decisions keep pace with the business. Whether supporting transformation or maintaining architectural integrity across rapid growth, these leaders keep systems aligned, scalable, and resilient.

STANDOUT GMs OF ARCHITECTURE DEMONSTRATE:

- Experience in enterprise architecture frameworks (TOGAF, SAFe)
- Cloud, platform and API design leadership
- Influence across delivery, strategy and operations
- Strong vendor and stakeholder alignment
- Architecture governance in large-scale transformations.



General Manager – Platforms

Gender Distribution:



Average Tenure:

3.4 years

Demand:

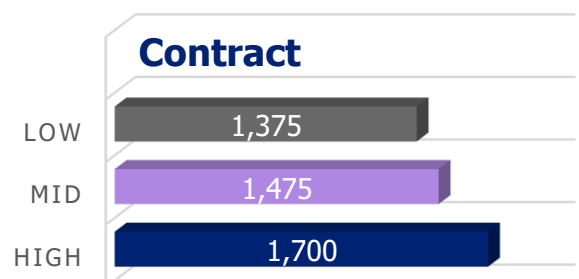
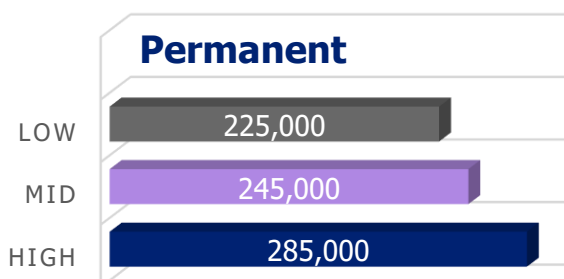
Very High

Responsible for the end-to-end lifecycle of business-critical platforms like ERP, CRM and core operating systems, platform executives lead roadmap planning, system performance and vendor management.

When done well, this role brings together stability and innovation. These leaders optimise performance while proactively evolving the platform ecosystem to support changing business needs and long-term scalability.

STANDOUT GMs OF PLATFORMS DEMONSTRATE:

- System roadmap and lifecycle planning
- Complex platform integration and modernisation
- Vendor and SLA negotiation
- Platform scalability, performance and optimisation
- Cross-functional leadership between technology and business.



General Manager – Technology Operations

Gender Distribution:



Average Tenure:

4.3 years

Demand:

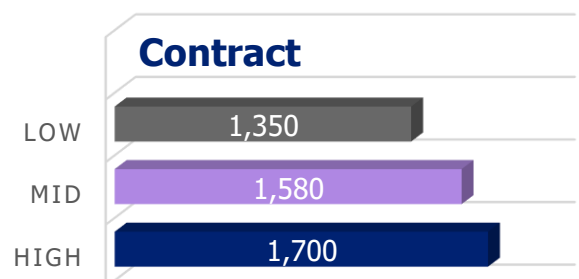
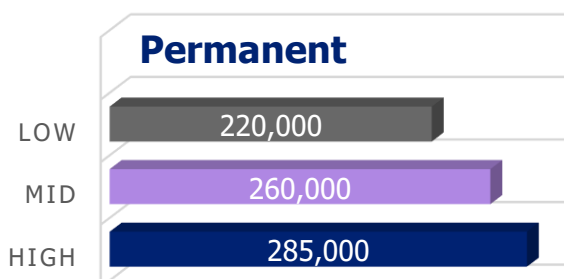
Very High

GMs of Tech Ops oversee IT infrastructure, support services and systems availability. They're responsible for keeping the lights on, delivering uptime, security and performance in mission-critical environments.

They play a crucial role in maintaining business continuity. By driving efficiency, uplifting service delivery and ensuring robust operational controls, these leaders underpin daily productivity and set the pace for scalable IT support.

STANDOUT GMs OF TECHNOLOGY OPERATIONS DEMONSTRATE:

- ITSM/ITIL framework leadership
- Strong background in infrastructure, networking and support
- Incident, change and problem management experience
- Performance metrics and service delivery improvement
- Uplifting internal service culture and SLAs.



Head of Technology

Gender Distribution:



Average Tenure:

3.3 years

Demand:

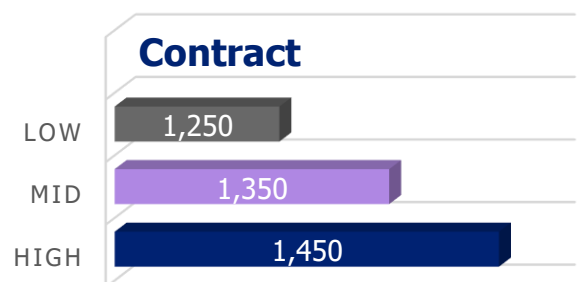
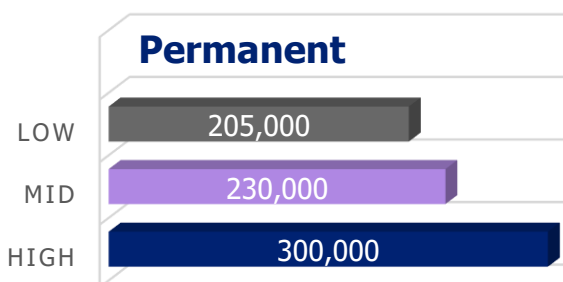
Very High

Leading the day-to-day performance of engineering and infrastructure teams, Heads of Technology take ownership of delivery velocity, systems performance, and platform resilience. They translate strategy into scalable action, ensuring solutions are well-built, maintained and continuously improved.

They are key to making tech ambitions real and connecting tech teams to overall business objectives. They create strong technical foundations, uplift internal capability and make sure systems evolve in sync with business needs.

STANDOUT HEAD OF TECHNOLOGY PROFESSIONALS DEMONSTRATE:

- Expertise across engineering, infrastructure and service delivery
- Focus on scalability, performance and operational reliability
- Strong people leadership and technical mentoring
- Proven experience translating roadmaps into reality
- Deep partnership with product, security and operations.



Head of Delivery

Gender Distribution:



Average Tenure:

2.7 years

Demand:

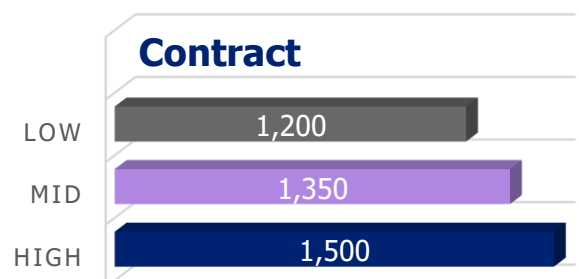
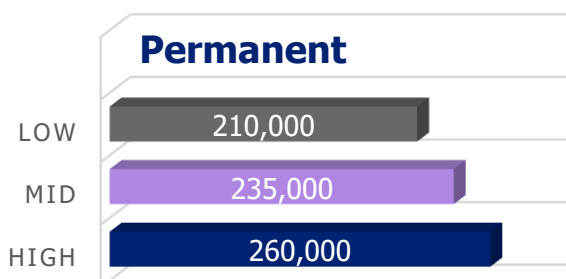
Very High

Heads of Delivery oversee squads, delivery leads and project teams, ensuring high-performance execution across portfolios. They're accountable for cadence, quality and removing blockers that impact delivery.

Their influence is in their ability to bring agility and structure to complex workstreams. Whether scaling a product team or steering a multi-squad release, they bring rhythm, predictability and delivery confidence.

STANDOUT HEAD OF DELIVERY PROFESSIONALS DEMONSTRATE:

- Deep delivery practice leadership (Agile, SAFe, hybrid)
- Strong coordination across cross-functional teams
- Hands-on risk management and stakeholder alignment
- Program uplift and maturity improvement
- Known for coaching and scaling delivery talent.



Head of Digital

Gender Distribution:



Average Tenure:

2.8 years

Demand:

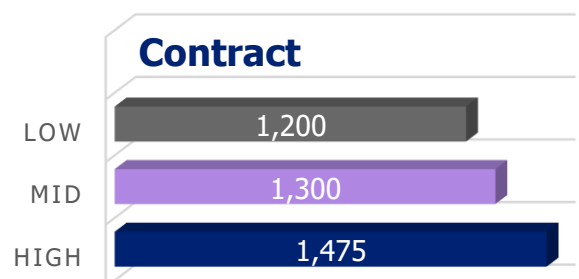
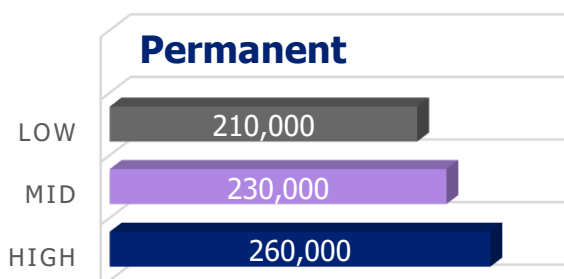
Very High

The delivery of digital products, campaigns and experiences all sit in the remit of this leadership role. Positioned at the intersection of marketing, customer and tech, they manage teams of designers, content strategists, product managers, and analysts to ensure cohesive digital outcomes.

In a customer-led market, their work directly impacts engagement, retention and revenue. They continuously test, optimise and evolve digital touchpoints to meet user needs and drive business growth.

STANDOUT HEAD OF DIGITAL PROFESSIONALS DEMONSTRATE:

- Proven impact on CX, engagement or digital conversion
- Hands-on leadership across digital tools, channels and campaigns
- Deep understanding of web/app UX and data-led optimisation
- Ability to bridge marketing, product and IT stakeholders
- Strong execution mindset, with a lens on experimentation and speed.



Head of Data & Analytics

Gender Distribution:



Average Tenure:

3.1 years

Demand:

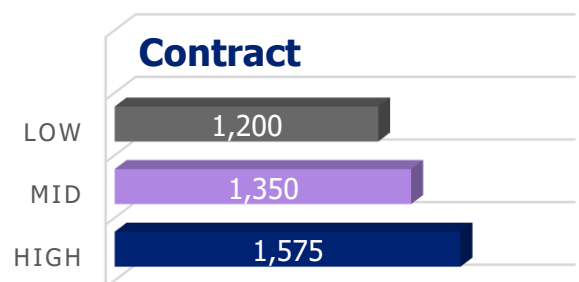
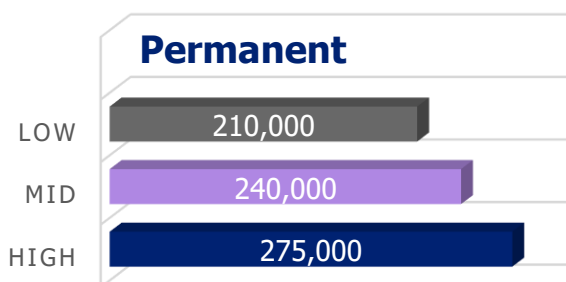
Very High

Heads of Data & Analytics operationalise data strategies, owning how data is collected, governed, analysed and embedded into decision-making. They manage analysts, engineers and data scientists to build accessible, high-performing ecosystems.

This is a pivotal role for turning insight into action. Whether improving performance dashboards or deploying ML models, organisations rely on these leaders to become smarter, faster and more predictive in how they operate.

STANDOUT HEAD OF DATA & ANALYTICS PROFESSIONALS DEMONSTRATE:

- Skilled at building modern data stacks and dashboards
- Hands-on experience with BI tools, data models and pipelines
- Strong stakeholder partnerships to embed data into BAU
- Governance and quality oversight across multiple domains
- Track record leading high-performing data teams.



Head of Security, Risk & Compliance

Gender Distribution:



Average Tenure:

3.1 years

Demand:

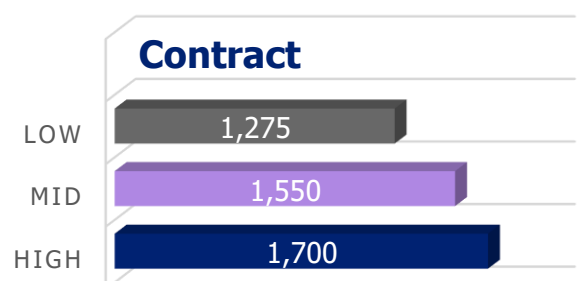
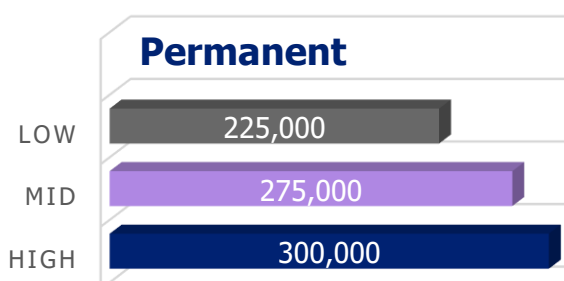
Very High

Responsible for embedding best-practice controls across people, process and platforms, this cohort lead security operations, policy enforcement, risk assessments and compliance reporting.

They deliver trust and resilience from the ground up. By working closely with product, tech and legal teams, they prevent vulnerabilities, support audits and keep the organisation ahead of threats and regulation.

STANDOUT HEAD OF SECURITY PROFESSIONALS DEMONSTRATE:

- Hands-on implementation of security frameworks (e.g. ISO 27001, CPS 234)
- Experience leading SOC, vulnerability management and GRC functions
- Strong documentation and risk communication skills
- Familiarity with audits, certifications and vendor risk
- Collaboration across security, operations and compliance teams.



Head of Architecture & Strategy

Gender Distribution:



Average Tenure:

3.2 years

Demand:

Very High

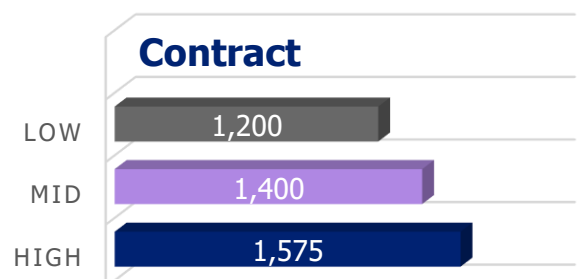
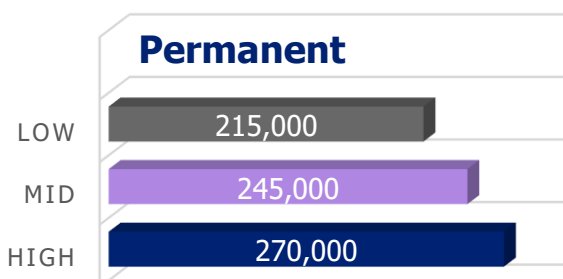
Heads of Architecture and Strategy take the lead on solution design, architectural governance and future-state planning. They guide architecture squads, align designs to business needs, and ensure technology investments are scalable, secure and strategically sound.

Their role is essential to bringing big-picture direction into the day-to-day. They shape the technical standards that underpin enterprise agility and drive design decisions that balance speed, cost and maintainability.

STANDOUT HEAD OF ARCHITECTURE & STRATEGY PROFESSIONALS

DEMONSTRATE:

- Solution and domain design experience in complex environments
- Strong understanding of enterprise frameworks (e.g. TOGAF, SAFe)
- Ability to translate business goals into scalable architecture
- Experience influencing roadmaps and aligning delivery teams
- Collaborative mindset with deep technical credibility.



Head of Platforms

Gender Distribution:



Average Tenure:

3 years

Demand:

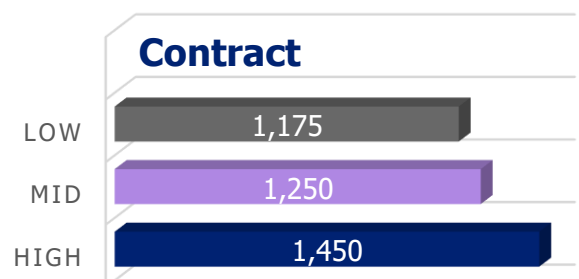
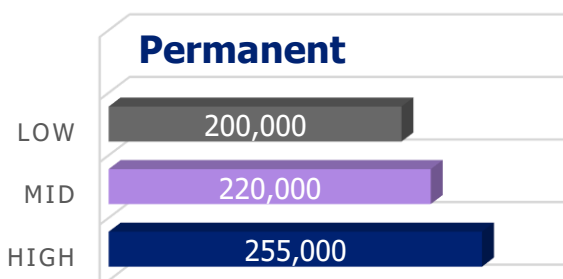
Very High

A crucial role overseeing the performance, evolution and support of enterprise systems (often including ERPs, CRMs, digital platforms and internal tooling), Platform leaders manage squads and partner closely with business stakeholders and vendors.

They're key to ensuring technology runs smoothly and evolves with the organisation. From minimising downtime to enabling platform upgrades and integrations, they ensure the systems people rely on are reliable, effective and future-fit.

STANDOUT HEAD OF PLATFORMS PROFESSIONALS DEMONSTRATE:

- Experience leading platform roadmap planning and delivery
- Deep knowledge of system integrations, APIs and lifecycle management
- Strong vendor negotiation and stakeholder alignment
- Hands-on approach to change, upgrades and user support
- Service improvement mindset with a focus on performance and usability.



Head of Technology Operations

Gender Distribution:



Average Tenure:

4.8 years

Demand:

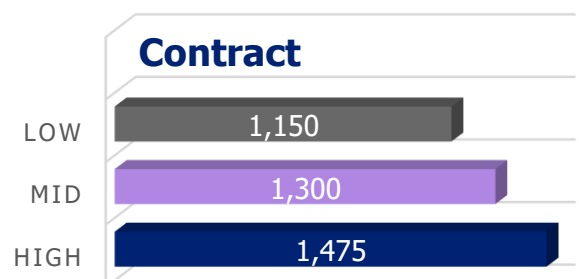
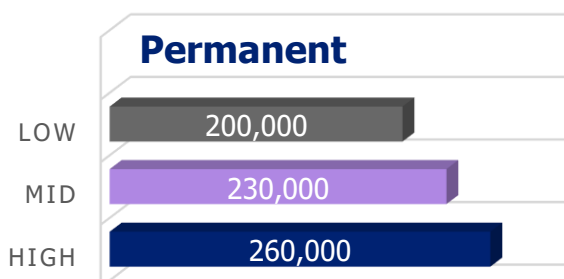
Very High

Heads of Tech Ops lead infrastructure, networks, support desks and service delivery teams. They ensure IT environments are reliable, secure and responsive, managing everything from uptime and incident response to internal SLAs.

This cohort plays a foundational role in business continuity and employee experience. As hybrid workplaces grow and tech stacks become more complex, these leaders keep systems humming and teams supported, day in and day out.

STANDOUT HEAD OF TECHNOLOGY OPS PROFESSIONALS DEMONSTRATE:

- Strong ITIL/ITSM leadership and operational oversight
- Experience across infrastructure, service desk and incident management
- Commitment to service excellence and end-user satisfaction
- Ability to scale operations and manage 24/7 environments
- Skilled at uplifting maturity across BAU and support functions.



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