

The background of the image shows a group of people in silhouette, sitting at a long table in a modern office or conference room. They are looking out of large windows that offer a view of a city skyline, including a prominent domed building. The overall tone is professional and forward-looking.

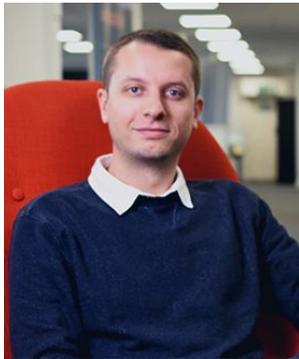
# The CTO comes of age

Industry 4.0 has brought significant change to the role of the Chief Technology Officer. As digital transformation takes centre stage, new people and skills are needed in every Enterprise business. The traditional C-suite roles are no longer enough when it comes to executive leadership of a business in a connected world.

# Under new management

## Industry 4.0 demands new C-level skill set

One major change brought about by the technology revolution and Industry 4.0 is the evolution of the role of the Chief Technology Officer. As digital transformation and technology adoption take centre stage, new people and skills are needed in every Enterprise level business to manage these initiatives. Many companies have found that the traditional C-suite roles such as CEO, COO and CFO are no longer enough when it comes to executive leadership of their business.



In this whitepaper, Matt Whiteley, CTO at Volcanic, explores the changes that every recruitment business will need to embrace as the digital revolution takes hold across the globe.

# Technology moves in-house

## Tech is the critical success factor

In the explosion of new job titles and roles, CIOs and CTOs are joined by CISOs (chief information security officers), CAOs (chief analytics officers), CDOs (chief digital officers) and CMTOs (chief marketing technology officers).

According to Gartner's CEO Survey 2017, 58 percent of respondents said growth was their top business priority this year. Coming in at 31 percent, technology priorities have never been so high on the agenda and, particularly interestingly, almost twice as many CEOs plan to build up in-house technology (57 percent) as those who intend to outsource their tech.

## Emergence of the CTO

While the idea of a shift to a digital business was speculative for most CEOs a few years ago, it has fast become a reality, with 56 percent acknowledging that their digital introductions have started to improve profits. This is helped by the benefits of a digital business strategy being better understood by business leaders, meaning it can be aligned more closely to their over-arching company goals.

Formerly including tasks such as specifying, implementing, maintaining and securing a company's IT architecture, the role of the CTO is fast redefining itself. With huge IT infrastructures built over years by a dedicated project team largely a thing of the past, the CTO skillset now includes the ability to spot new and emerging technologies, the agility to rapidly integrate and trial them throughout the business and the confidence to move forward with the best in breed.

# IT undergoes re-internalisation

## IT at the core of the enterprise

This trend - named the re-internalisation of IT - is all about bringing information technology back to the core of the enterprise with businesses having to develop new technology skills to succeed. Top of this agenda is the role of the CTO in all its new iterations.

In the digital age, the CTO or CIO has renewed importance to a business' competitive advantage. Companies must develop new-era technology skills and capabilities. The reality is that digital change will cause disruption throughout the business at a level which can't be accommodated within existing frameworks. A new way of thinking and a new board level skill set will be needed to drive this change.

## The cyber threat is real

Writing in TLNT, globally recognised thinker on people analytics and talent management, David Creelman, said: "A technology that was almost unimaginable a few years ago can quickly become universal and cheap. This will keep happening so buckle up."

Forward thinking companies who have elevated their CTO to board level strategist and integrated their technology platform at the front and centre of their business ecosystem will be set for success.

# IT security - the first line of defence

## The rise of the threat-hunter

With data breaches regularly hitting the headlines since consumer rights were tightened under our new data protection laws, all businesses must be aware of their obligations. When the only thing that separates your organisation from the dangerous cyber threat landscape is an effective IT security strategy, the first line of defence falls to the CTO.

According to Gartner, by 2019 the cost of data breaches is set to rise to \$2 trillion and by 2020, 25 percent of attacks on enterprise will involve internet-connected devices.

Vulnerable connected devices can be exploited by hackers to infiltrate an enterprise network and to extract data via DNS port. The CTO or CIO's role will expand to include a team of cybersecurity experts - dubbed 'threat-hunters' - who will be responsible for preventative strategy and crisis management.



# What CTO type are you?

## New classifications

In this dynamic, high-growth sector, it is little wonder that the tasks covered by CTOs in today's workplace vary greatly. Whilst the role of CTO varies greatly between businesses, however, it can generally be classified into four broad categories:

### The visionary

Responsible for setting the technical strategy and developing the overall business model, the technology visionary will seek out current and future technology to set the agenda for the company's success.

### The infrastructure commander

This role will oversee the data, security, maintenance and IT network for a business and will hold ultimate responsibility for managing the technology roadmap and implementing the business' technical strategy.

### The customer champion

Operating as the conduit between customers and the business itself, the customer champion is responsible for driving technology to deliver customer excellence and influencing the delivery of IT projects.

### The big thinker

The big thinker will stretch the boundaries of how technology is used within the business is an integral part of the C-suite and senior management team within an organisation.

# Building better data dialogue

## SaaS is changing the world

New software-as-a-service (SaaS) platforms have fast emerged as the new way of working. We saw this revolutionise our TV consumption habits - and now as-a-service models are taking over everything from our daily coffee fix and beauty routine (think Nespresso and Birchbox) to our work life. With no interruption to service or budget surprises, monthly arrangements at a fixed fee are becoming the norm.

The recruitment industry has been quick to jump on board. Integrating various systems across the business enables better data collection, management and analysis - and data that can help identify candidate lifestyle and behaviour patterns is the lifeblood of every recruiter. Pinpointing and analysing candidate actions gives every recruitment business the foundation to predict what the future landscape will look like.





# volcanic

Straight up SaaS

Book a demo

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