

Head of Technology

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Company: Talentvis

Location: Vietnam

Category: computer-and-mathematical

Head of Technology

Open letter

Dear candidate, Thank you for your interest in this position. The role of Head of Technology. At THE OUT, technology powers and enables everything that we do. So, it's important that the person who leads this team is the right fit – for us, and you. I will trust the right person with technical decisions but, what matters to me, is how you lead. Below I'll share the six principles that I believe a leader must have. Please read them as it's important to me that you share a passion for them too.

Servant Leadership

I believe first and foremost that the role of a leader is to be there for their team. A team does not exist to serve their leader's needs. Instead, the leader exists to serve their team. You must be someone who lives by this. The team comes first. You are there to help your team grow and to thrive. To enable them to do their best work. You'll create an open and healthy working environment, where anyone can voice their own ideas and thoughts, and even where they feel comfortable disagreeing with you. You'll be a motivator, coach and mentor – the person people go to when they need someone to talk to or for advice. You'll also be curious about your team, finding out why they're having a bad day, what to do to perk them up and, in some cases, just giving them some time and space. That is not to say that you must be their best friend.

You'll still have an edge that demands high performance. And this approach transcends to our benefits. You will notice that everyone at THE OUT in Viet Nam, regardless of title or seniority, has the same set of benefits. It is the same here in the UK – I have the same benefits as the rest of my team. You'll also be there for the team when things go wrong. You'll shield your team and take the flak like a leader. But, even more so, when the team has done well and achieved something, you'll celebrate their success. You'll give them the credit that they deserve. This is when you should step back and allow your team to shine.

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