

Technology Delivery Manager

Why join S4C?

At S4C, we are passionate about creating a positive, energetic and inclusive work environment that reflects our core values:

Be Your Best, Proud of S4C, Celebrate Everyone, Go For It.

S4C is seeking a Technology Delivery Manager to deliver a major, high-impact project shaping the future of broadcasting in Wales. This is an exciting position for a results-driven, strategic thinker who is passionate about delivering change that makes a real difference in the broadcasting industry.

Job Overview

S4C uses station management software known as BSM. This software is written in Delphi and has been highly modified to tailor the software for S4C's specific requirements. In addition to the core software, there are two further products that have been developed by S4C:

Cwmwl: Used to submit programme ideas to S4C and follow successful submission to the contract stage.

PAC (Programme as Completed): this is used to collect data from production companies for information relating to the programme for instance collecting data on music used for PRS reporting.

S4C has decided that more proprietary software is required to provide these functions to make support more robust and not to be so dependent on a bespoke system.

The Technology Delivery Manager is accountable for the end-to-end delivery of the BSM product-based solution, translating business and operational needs into clear, achievable technical outcomes. They lead the design, build, and integration of the core product from the S4C side, and its connected systems, coordinating internal teams and third-party suppliers to ensure seamless data flows, robust integrations, and reliable performance. The role owns technical scope, plans, risks, and dependencies and ensures architectural, security, and operational standards are met. From requirements/design through testing, go-live, and handover, the Technology Delivery Manager ensures the solution is delivered on time, fit for purpose, resilient, and technically ready for go live.

Main Duties

- Own end-to-end delivery of a business systems management product-based solution, from design through to live operation.
- Define scope, outcomes, milestones, and success criteria in collaboration with business and technical stakeholders.
- Translate business and operational requirements into clear, deliverable technical plans.
- Lead the design and delivery of integrations to and from the BSM product (e.g., APIs, data flows, event-driven workflows, and adjacent systems).

- Manage third-party suppliers and systems integrators, setting expectations, timelines, and quality standards.
- Coordinate internal teams (engineering, operations, security, architecture) to ensure aligned delivery.
- Establish and maintain delivery plans, dependencies, and resource forecasts.
- Identify, track, and mitigate delivery risks, particularly those impacting live or mission-critical services.
- Chair Technical Delivery Board, supplier reviews, providing clear status reporting.
- Ensure architectural and security standards are met across all components and integrations.
- Oversee build, configuration, and integration activities across all parties.
- Plan and manage system integration testing, user acceptance testing, and operational readiness, working closely with the Technical Business Analyst.
- Ensure data integrity, performance, resilience, and scalability requirements are met working closely with the Data Migration Lead.
- Manage change control and scope evolution while protecting delivery timelines and outcomes.
- Drive go-live planning, cutover, and hypercare support with the programme team.
- Ensure full documentation, knowledge transfer, and handover into operations.
- Embed support models, SLAs, and monitoring to ensure long-term service stability.

Personal Specification

Attributes	Essential	Desirable
Experience	<p>Strong media and broadcast experience, with a minimum of 10 years in a similar role and previous experience of large-scale broadcast system management (BSM) platforms or enterprise media platforms.</p> <p>Demonstrable experience managing third-party vendors and systems integrators.</p> <p>Experience delivering complex system integrations and API-driven solutions.</p>	
Skills and information	<p>Strong understanding of broadcast systems and workflows (e.g., playout, scheduling, MAM, automation, ingest, QC, monitoring).</p> <p>Strong delivery management skills (Agile, Waterfall, or hybrid).</p> <p>Ability to bridge technical and non-technical audiences.</p> <p>Knowledge of cloud-based broadcast architectures and hybrid environments.</p>	<p>Welsh language skills, (Support is available for developing Welsh language skills).</p>

	Familiarity with ITIL-style operational handover and service transition.	
Personal Attributes	<p>High attention to detail and a structured, methodical approach to delivery.</p> <p>Strong organisational and time-management skills, with the ability to manage multiple workstreams.</p> <p>Collaborative mindset with the confidence to challenge assumptions and drive best practice.</p>	

Further Details

Location: S4C Office, Central Square, Cardiff (hybrid remote working and office as agreed)

Salary: £70,000 per annum

Contract: 12-month contract initially

Probation Period: 6 months

Working Hours: 35.75 hours per week.

Holidays: In addition to the statutory bank holidays, you will be entitled to 26 days of paid holiday per year. (Please note that the annual leave will be pro rata if working part time).

Pension: Paid staff are entitled to join a Group Personal Pension Scheme subject to the terms of any existing scheme which is amended from time to time. If you are a member of the Group Personal Pension Scheme, S4C will contribute 10% of your basic salary to the Scheme. You will be expected to contribute 5%.

Travel: Occasional travel will be part of the role, usually within the United Kingdom

Applications

Applications should be sent by **9.00 on Monday 2 March 2026** to Pobl@s4c.cymru or People and Culture Department, Canolfan S4C, Yr Egin, Carmarthen, SA31 3EQ.

CV's will not be accepted.

Applications may be submitted in Welsh. An application submitted in Welsh will not be treated less favourably than an application submitted in English.

AI Use

If you choose to use AI or similar tools, please ensure your responses are accurate, truthful and reflect your own experience and words. Applications that are not original or are AI-generated may be rejected.

During the interview, the use of AI or recording tools is not permitted unless agreed in advance for accessibility reasons. Any evidence of unauthorised use may result in your application being withdrawn.

Equal Opportunity and Diversity

S4C does not allow discrimination based on gender, race, colour, disability, ethnic background or social-economic background, age, family status, marital status or civil partnership, part-time or full-time employees, religion, politics, sexual orientation, gender reassignment, pregnancy and maternity, language use (except where the ability to communicate in Welsh is necessary for the post) or any other irrelevant difference, and it is committed to considering diversity in a positive way. S4C welcomes and encourages job applications from groups that may be under-represented, including females, black and minority ethnic people and people with disabilities. Open and fair competition principles are in operation and appointments are decided on merit.