

Technical Director

Organisation Chartered Institute of Plumbing and Heating Engineering (CIPHE)

Salary £65k dependent on experience plus benefits, namely pension and private medical insurance.

Location Home / office hybrid (HQ in Basildon, Essex), with UK travel required.

Hours Full-time: Mon-Fri 9am - 5pm 35 hours per week with occasional out-of-hours meetings / events.

About Us

Founded in 1906, the **Chartered Institute of Plumbing and Heating Engineering (CIPHE)** is the professional body for the UK plumbing and heating industry. We represent, support and develop plumbing and heating professionals, promoting public safety, competence and innovation, with a focus on modern standards and the low-carbon transition. As part of our 2025-27 manifesto, we are enhancing our technical & training offer, policy influence and member services to meet evolving demands in the sector.

You can find out more about the CIPHE at <https://ciphe.org.uk>

Role Purpose

We are seeking a strategic, experienced Technical Director to join the Senior Leadership Team. The Technical Director will lead CIPHE's technical and training strategy, represent the Institute externally, and deliver high-quality educational and technical resources. The role also includes revenue-generating responsibilities—building new income streams from the plumbing apprenticeship, CPD, partnerships, licensing, grants and more. You will manage and develop the technical & training team, plan for staff succession, and ensure CIPHE's outputs are authoritative, timely, and aligned with member and industry needs.

Key Responsibilities

- Set and drive CIPHE's technical strategy and annual work plan in partnership with the CEO, Membership Director and Head of Finance.
- Represent CIPHE on external working groups, standards bodies, government consultations and industry forums.
- Identifying and supporting the technical needs and requirements of members by measuring engagement and evaluating the impact of regulation.
- Manage and lead the Technical & Training Team: direction, performance, mentoring, capacity building and succession planning.
- Oversee the Registration Authority and assist the Professional Standards Administrator to review formal complaints against members.
- Oversee the development and maintenance of educational and technical resources (plumbing apprenticeship, guides, tools, CPD content, training workshops / webinars), ensuring quality, relevance and compliance.
- Develop and deliver revenue-generation plans: paid CPD, licensing, industrial/associate packages, sponsorships, grants and where appropriate, consultancy.
- Liaise with Industrial Associate members, manufacturers, educators, and other stakeholders to build partnerships and co-develop technical programmes.
- Horizon-scan for regulatory, safety, public health, low-carbon, and product innovation trends; ensure CIPHE is proactive.
- Uphold CIPHE's Code of Professional Standards, ensuring impartiality, public safety and ethical practice in all technical work.

Person Specification

Essential

- Demonstrable senior leadership experience in plumbing / heating / building services / public health engineering or similar sector.
- Strong track record in developing technical or training products/services, and in generating income from them.
- Excellent stakeholder management skills: working with government, regulators, industry bodies, educators, manufacturers.
- Effective communicator, confident in external representation / media, and in delivering evidence-based technical advice.
- Strategic thinker with the ability to manage multiple projects, set priorities, and deliver on targets.
- Proven knowledge of engagement with the educational sector.

Desirable

- Professional membership (MCIPHE or equivalent) or registration with the Engineering Council (EngTech, IEng, CEng).
- Experience using digital / interactive learning tools (e-learning, VR/AR, digital content platforms).
- Previous experience writing technical / regulatory guidance or playing a leadership role in national standards / policy committees.

Terms & Benefits

- Competitive salary, commensurate with experience.
- 20 days per annum annual leave, plus public holidays. CIPHE also includes discretionary days between Christmas and New Year.
- Flexible working (home / office hybrid) & travel allowance for UK travel.
- Pension scheme.
- Private medical insurance.
- Opportunities for continuing professional development.
- Opportunity to shape and build a new senior role with high impact.

How to Apply

To apply, please send your CV and a covering letter explaining how you meet the Person Specification and how you would approach developing revenue streams, external engagement and technical leadership at CIPHE to:

Kevin Wellman, Chief Executive Officer

Chartered Institute of Plumbing & Heating Engineering
Saxon House, 27 Duke Street, Chelmsford, Essex, CM1 1HT

Email: kevinw@ciphe.org.uk

Please ensure applications are submitted by **Friday 22nd November**.

CIPHE is an equal opportunities employer and welcomes applications from all suitably qualified persons regardless of background. We are committed to diversity, equity and inclusion in all aspects of our work.