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Chief Technology Officer (CTO) — U.S. Subsidiary

Template for International Companies Scaling in the United States

Company Overview

We are a global enterprise with strong European/Asian roots and an expanding presence in the U.S. market. As we grow our North American operations, we seek a visionary and strategic Chief Technology Officer (CTO) to lead our technology innovation, product development, and IT infrastructure. The ideal candidate will combine deep technical expertise with business acumen to drive scalable technology solutions that support rapid growth and operational excellence.

Role Summary

The CTO will be a key member of the U.S. executive team, responsible for defining and executing the technology strategy that aligns with business objectives. You will lead engineering, product development, and IT operations while fostering collaboration between U.S. and global teams. Your leadership will ensure that technology investments deliver competitive advantage, operational efficiency, and exceptional customer experiences.

Key Responsibilities

1. Technology Strategy & Innovation
Develop and implement a forward-looking technology roadmap that supports scalable growth and aligns with global priorities.

2. Product & Engineering Leadership
Oversee all phases of product lifecycle, from concept to deployment, ensuring quality, timeliness, and alignment with market needs.

3. Infrastructure & Security
Build and maintain robust, secure, and scalable IT infrastructure supporting business continuity and data integrity.

4. Cross-Functional Collaboration
Partner closely with product, sales, and operations to ensure technology solutions enhance commercial performance.

5. Talent Management
Attract, retain, and develop a high-performing technical team in the U.S., fostering a culture of innovation and accountability.

6. Global Coordination
Liaise with global R&D centers to ensure seamless integration, knowledge sharing, and best practice adoption.

7. Compliance & Risk
Ensure adherence to industry regulations, cybersecurity standards, and internal policies across all technology functions.

Candidate Profile

Experience
- Minimum 10 years in senior technology leadership roles, ideally including CTO or VP Engineering positions in U.S. markets.

Technical Expertise
- Proven experience with software development, cloud infrastructure, cybersecurity, and emerging technologies. Familiarity with SaaS, enterprise software, or industry-specific technologies preferred.

Strategic Vision
- Ability to translate complex technical concepts into business strategy and actionable plans.

Leadership & Communication
- Exceptional communication skills with the ability to engage technical and non-technical stakeholders.

Education
- Bachelor's degree in Computer Science, Engineering, or related discipline required. Advanced degrees (MBA, MS) or certifications are a plus.

Company Culture & Leadership Style

We operate at the intersection of global discipline and U.S. agility. Our culture values transparency, innovation, and impact-driven leadership. As CTO, you will be empowered to lead boldly, acting as both a strategic visionary and a pragmatic executor, with an emphasis on partnership, cultural sensitivity, and continuous improvement.

Compensation & Benefits

- Base Salary Range: $275,000 – $340,000
- Performance Bonus: Up to 40% of base salary
- Equity: Stock options or long-term incentives negotiable
- Benefits: Comprehensive medical, dental, vision, 401(k) with match, PTO, and relocation support options
- Location: [Seattle / Hybrid / Remote with periodic travel to HQ or R&D centers]

Why This Role Matters

This role blends cutting-edge innovation with business transformation. You will architect the systems that support scale, shape future product strategy, and ensure technology becomes a strategic enabler across the company.

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Let's Talk

At Pact and Partners, we've been helping companies from Europe, Asia, MEA, and Latin America hire their U.S. CEOs since 2012. Let's build your American leadership the right way.
Let's talk!

"Keep growing, keep dreaming, and let's win big together."