

MICHAEL SAGE

CTO / CISO / DIRECTOR / HEAD OF IT
Computing Top 100 IT Leader 2025 & 2026

CONTACT

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Location

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SKILLS

- Digital Transformation
- Leadership
- Cultural / Technology Change
- Budget Management
- Communication
- Technical Infrastructure & Architecture
- Cyber Security & Governance

PROFILE

A results-driven, business focused Senior IT and Digital Executive with over 25 years of experience in leading digital transformation and IT strategy.

A proven track record of delivering high-impact technology solutions across multiple sectors that have increased efficiency, reduced costs, and accelerated business growth.

Creating and implementing digital and technical strategies, controlling budgets, managing and reshaping existing teams and delivering more value from existing agreements.

Adept at bridging the gap between people, process and technology to increase productivity. Experienced with building, training, mentoring and developing highly engaged technical teams, through a process of constructive leadership.

Fellow, British Computer Society (FBCS)
Chartered IT Professional (CITP)

WORK EXPERIENCE

Chelmsford Council

2017 - Present

Head of Digital, Data, Technology and Transformation

Running the IT and digital teams for the City Council, with an overall budget of £2.5 million. Produced and implemented a wide-ranging digital transformation programme, that improved business processes, data sharing, digital culture and efficiencies across the organisation.

Key Contributions

- Acting as CISO for the organisation
- Provided strong digital leadership for entire organisation, including management team and elected members.
- Recruited and retained high-performing IT, PMO, and web development teams.
- Brought software development in-house, building an effective, business-focused team that lifted release cadence from one deployment a month to three or four — delivering a six-figure saving in contractor spend while accelerating delivery.

South Norfolk Council

2015 - 2017

Head of Business Transformation

Responsible for IT and Transformation teams within the authority. Produced new technical and transformational strategy, including automation of processes, process improvement and the adoption of new Microsoft cloud technologies.

Key Contributions

- Responsible for creation and delivery of new IT strategy, with a budget of £1 million, focused on cloud-first delivery.
- Delivered new digital platform to bring marketing capability in house, bringing efficiency savings and improving output.
- Rolled out Office 365, moving to cloud-first working that cut staff overtime and reduced spend on in-house, on-premise technologies.

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OTHER

Fractional CTO — 2022 - Current

Ongoing, retained strategic technology leadership for multiple organisations, driving their technical and transformation strategies.

NED — 2023 - Current

Working as a non-executive director for an innovative and exciting cyber security start-up, providing industry ideas and suggestions.

Mentoring — 2000 - Current

Working both in house with our apprenticeship scheme and industry organisations providing mentorship and guidance for new starters and new entrants to the IT industry.

EDUCATION

2024 — LSE

Ethics of AI Masterclass

2014 — Open University

BSc (Hons) Open

2000 — City College Norwich

BTEC Business Information Systems

WORK EXPERIENCE (CONT.)

Various Clients

2014 - Present

Interim Transformation Consultant

Project-based transformation delivery for several businesses, including Hewlett-Packard Enterprise Services and small businesses in Norfolk.

Key Contributions

- Delivering cost-saving technology solutions including technical migrations and commodity cloud.
- Business process automation and rationalisation.
- Cultural transformation to help businesses get better ROI on existing technologies.

Circle Housing Group

2012 - 2014

Infrastructure Transformation Manager

Delivered a complex UK-wide mobilisation project enabling all staff to support customers more efficiently, and created new technology strategies across infrastructure, IT and continuous improvement.

Key Contributions

- Delivery of full scale hardware refresh across endpoints and data centres.
- Developed cultural change programme which became part of internal staff training.
- Delivered efficiencies across the organisation, saving £100,000s a year on staffing and estate costs.

Cefas (Central Government)

2006 - 2012

Technical Operations Manager / Solutions Architect

Led technical operations and core infrastructure for a central government scientific agency, as a member of the senior management team.

- Managed a team of 6 and a £250,000 budget; designed and delivered an efficiencies programme that cut departmental costs by 33% with no reduction in staff, benchmarked against the IBM / Defra contract to prove the saving.
- Custom solutions architect across Linux cloud storage, disaster recovery, offsite archive and High Performance Compute cluster design and administration.

Early Career (1996 – 2006): Technical, consultancy and systems administration roles, including running my own SME IT consultancy (BusITness LLP), technical consultancy with CCS Group, and systems administration and training at Pitman Training, Easy i Media and Net Communications Ltd. More details available on request.