

Position Description

Associate Director, Enterprise Architecture

Position No:	New
Business Unit:	Chief Operating Officer (COO)
Division:	Information Services
Department:	Digital Strategy and Engagement
Classification Level:	ESMC1
Employment Type:	Full-Time
Campus Location:	Melbourne (Bundoora)
Other Benefits:	http://www.latrobe.edu.au/jobs/working/benefits

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

Position Context/Purpose

The Associate Director, Enterprise Architecture at La Trobe University is a strategic leadership role responsible for shaping and guiding the architecture function across the university. Reporting to the Director of Digital Strategy and Engagement, this position oversees the development and implementation of solution architecture, business architecture, technology architecture, and enterprise architecture. The role ensures that the university's architectural frameworks and strategies align with its overall digital strategy, driving innovation, efficiency, and sustainability in technology investments and business processes.

The Associate Director will manage a team of architecture professionals, fostering a collaborative environment that supports the university's mission and strategic objectives. This role is critical in ensuring that architectural solutions are scalable, secure, and aligned with industry best practices, thereby enabling the university to achieve its digital transformation goals.

Duties at this level will include:

Strategic Leadership and Planning

- Develop and execute the university's architectural strategy, ensuring alignment with the overall digital strategy and organisational goals.
- Lead the formulation of architectural policies, standards, and guidelines to ensure consistency and integration across all architectural domains.

Team Management and Development

- Manage and mentor a team of solution architects, domain architects, technology architects, and enterprise architects.
- Foster a culture of innovation, collaboration, and continuous improvement within the architecture team.

Architecture Development and Implementation

- Oversee the development and implementation of solution architecture, ensuring solutions are robust, scalable, and secure.
- Lead the design and governance of business architecture to support the university's strategic objectives and operational needs.
- Ensure technology architecture aligns with best practices and industry standards, optimising performance and security.
- Develop and maintain an enterprise architecture framework that supports the integration and alignment of business and IT strategies.

Stakeholder Engagement and Communication

- Collaborate with internal stakeholders, including senior management, academic departments, and administrative units, to understand their architectural needs and requirements.
- Communicate architectural strategies and solutions effectively to diverse audiences, advocating for the adoption of best practices.
- Shares appropriate information with staff and colleagues during times of change; helps others adapt to ensure a smooth transition.
- Builds and sustains relationships with a network of key people internally and externally. Recognises shared agendas and works toward mutually beneficial outcomes. Anticipates and is responsive to internal and external client needs.
- Brings a multi-perspective understanding to the development, carriage, marketing and implementation of new policies; devises new ways of adapting the organisation's strategies to new, including externally generated, demands.
- Develop and enable the capability of staff within the work area by monitoring and continuously managing their performance and mentor them to better meet current and

future role requirements. In doing this, provide staff with constructive feedback and support for high quality performance contributions.

Innovation and Continuous Improvement

- Stay abreast of emerging trends and technologies in architecture, incorporating innovative approaches into the university's architecture strategy.
- Evaluate and recommend new tools, technologies, and methodologies to enhance architectural capabilities.

Essential Criteria

Skills and knowledge required for the position

- Extensive experience in solution architecture, business architecture, technology architecture, and enterprise architecture.
- Strong understanding of architectural frameworks such as TOGAF, Zachman, or similar.
- Proficiency in architecture modelling tools and techniques.
- Experience with cloud platforms, integration technologies, and cybersecurity best practices.
- Excellent leadership and team management skills, with a track record of building and leading high-performing teams.
- Strong analytical and problem-solving skills, with the ability to translate complex requirements into actionable architectural solutions.
- Exceptional communication and interpersonal skills, with the ability to engage and influence stakeholders at all levels.
- Knowledge of relevant laws, regulations, and standards applicable to the higher education sector and IT architecture.
- Ability to direct, lead and control the work of other managers. Extensive knowledge and skills and many years of relevant experience in the Australian University sector, or a breadth of professional experience in industry; would commonly have achieved second- or further-degree level qualifications.
- Demonstrated ability to build and apply expertise through developing and pursuing challenging goals and directing resources to deliver successful outcomes, particularly in a changed and uncertain environment.
- Demonstrated ability to build and sustain collaborative relationships across the University, develop partnerships with diverse groups and individuals and actively guide the development of others.
- Demonstrated ability to engage effectively and persuasively with senior colleagues through a superior ability to interact collegiately and negotiate effectively with a wide range of University stakeholders.
- Proven experience and success in managing staff performance and development.

Capabilities required to be successful in the position

- **Strategic Vision:** Ability to develop and articulate a clear vision for the university's architectural strategy, aligning it with broader digital and organisational goals.
- **Leadership and Management:** Demonstrated leadership and team management skills, with the ability to inspire, motivate, and develop a diverse team of architecture professionals.
- **Technical Expertise:** Deep technical expertise in various architecture domains, with the ability to design and implement innovative and effective solutions.

- **Stakeholder Engagement:** Strong stakeholder engagement and communication skills, with the ability to build relationships and influence decision-making at all levels of the organisation.
- **Innovative Thinking:** Commitment to continuous learning and innovation, staying ahead of emerging trends and technologies in the field of architecture.
- **Problem-Solving and Decision-Making:** Excellent problem-solving and decision-making abilities, with a focus on delivering practical and effective architectural solutions.
- Demonstrated commitment to reflective practice and self-development, identifying and challenging own biases, responding to others with empathy and accurately reading and responding to organisational, political and social dynamics.
- Ability to collaborate effectively across functions, tailor communication in a way that is meaningful to the audience and contribute to a safe, inclusive, high-performing culture – consistently modelling accountability, connectedness, innovation and care.
- Demonstrated creative, critical and systems thinking – looking to the future, questioning the status quo, generating ideas and making recommendations to solve organisational problems to support the University’s strategic and cultural priorities.
- Ability to operationalise strategy, adapt quickly to disruption and actively contribute to a healthy culture to successfully navigate change – implementing recommended improvements to organisational practice.

Essential Compliance Requirements

To hold this La Trobe University, position the occupant must:

- hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

Other Information

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

Position Flexibility

We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

Why La Trobe:

- Develop your career at an innovative, global university where you’ll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
- Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners and communities, who power our operations with ambition and purpose.

Our success can be attributed to its strong sense of community. We have a long-standing commitment to diversity, inclusion and social justice; we are committed to providing a workplace where all staff feel valued, respected and supported to achieve their full potential. We strive to build a workplace where all employees of diverse backgrounds, abilities, experiences, sexuality, gender, religion and age are welcome, valued, respected and one that is representative of our community. We demonstrate our cultural qualities by holding ourselves accountable and creating a culture of trust and innovation while genuinely caring for one another.

La Trobe's Cultural Qualities:

**WE ARE
CONNECTED**



We are **connected** to each other and the communities around us. We engage with those communities to learn from our past, inform our present and impact our future.

**WE ARE
INNOVATIVE**



We are **innovative** in tackling the most important issues of our time. We are inquisitive and seek to develop new ideas that positively impact the way we work and the world around us.

**WE ARE
ACCOUNTABLE**



We are **accountable** for what we do and share a commitment to excellence. We are courageous and respectful in the way we hold ourselves and each other to account.

**WE
CARE**



We **care** about what we do and value the power of education and research. We care about each other and strive to create a safe and inclusive community.

For Human Resource Use Only

Initials:

Date: