

JOB SPECIFICATION & RECRUITING PROFILE OF VACANCY

12 September 2018

The following vacancy exists at NSFAS.

Position	ICT Enterprise Architect	Type & Grade	Permanent, Grade 13
Vacancy No	47 of 2018/19		
Department & Unit	ICT		

POSITION OVERVIEW

The enterprise architect is accountable for proactively and holistically leading enterprise responses to disruptive forces by identifying and analysing the execution of change toward the desired business vision and targeted outcomes. The chief enterprise architect is responsible for taking a practical approach to supporting the business. This starts and ends with a focus on delivering signature-ready, actionable recommendations to business leaders, so they can adjust policies and projects to achieve target business outcomes.

Enterprise architect is hired in a management capacity. They lead the formal EA program, managing a team of architects (business, information, solution, technical and other) in a direct capacity (solid-line reporting relationship).

Enterprise architect, on the other hand, do not typically lead the formal EA program or manage a team of architects (business, information, solution, technical and other). They are usually sole contributors that typically report directly to leaders within ICT and/or business. Enterprise architects work closely with other architects on the EA team and/or across the organization — sometimes in a dotted-line reporting capacity.

The enterprise architect is responsible for helping business leaders enable their future-state business capabilities that, in turn, drive the organization's targeted business outcomes through the choice of programs, projects and initiatives the organization chooses to invest in. Enterprise architects must be capable of practically applying existing, new and emerging technologies to new and evolving business and operating models. Conversely, they must be able to understand, monetize and operationalize new technologies.

Enterprise architects lead and coordinate all aspects of the EA program, including: (1) business architecture, which is focused on guiding people, process and organizational change; (2)



information architecture, which is focused on the consistent sharing of information across the enterprise; (3) solutions architecture, which is focused on developing a direction for managing the portfolio of to-be solutions; (4) technical architecture, which is focused on evolving the technical infrastructure; and (5) security architecture, which is focused on managing ICT risk through the exchange of information between people, systems and things inside and outside the organization. Application architecture is a subset of solutions architecture. It's the discipline that guides application design and defines application architecture paradigms, such as service-oriented architecture (SOA), principles that influence design decisions and patterns that provide proven design solutions.

The enterprise architect is accountable for leading, managing and balancing a bimodal EA program — one EA team, with two modes of operating — to run, grow and transform the business. Mode 1 is foundational EA (tactical), which maintains and evolves future-state business capabilities with a focus on efficiency and predictability of the existing ICT estate. Mode 2 is vanguard EA (strategic), which designs and enables future-state business capabilities with a focus on technology disruption, speed, agility, and flexibility that enables and drives new business models and designs, while meeting today's business needs with an optimized Mode 1 strategy.

Enterprise architects lead the EA program and its efforts to develop, maintain and govern the enterprise architecture across the organization. They are responsible for defining the EA process and architecture review and advisory process, and for leading the integration of those processes with related business and ICT processes. They lead, prioritize and develop the overall enterprise architecture approach for the organization, and communicate architectural direction. Enterprise architects have purview into (and directly manage) other architecture-related activities and the respective roles (such as business, information, solution and technical).

RESPONSIBILITIES

Lead and Influence

- Lead the creation or evolution of the enterprise architecture program/function (if managing and appointed as chief enterprise architect).
- Promote the business value of the EA program/function and its process, and the results of the EA program to business and ICT leaders/executives.
- Lead the development of an implementation plan for the enterprise architecture based on business strategy and requirements.

- Seek opportunities to highlight how digital business initiatives will potentially impact enterprises' economic architecture and metrics.

Identify Ecosystems and Develop Business Models

- Understand the business's economic and financial levers that are susceptible to digital transformation, so as to effectively support and guide technology investment decisions.
- Design and construct future- and current-state business models so as to practically apply new and emerging technologies to drive them.
- Detail potential competitive threats from digital enterprises that are generally considered outside of your traditional realm of competition.

Focus on Strategy and Execution

- Demonstrate the business value of EA as an enabler of strategy formulation, and as support for technology innovation, which drives the organization's top and bottom lines.
- Formulate, translate, advocate, support and execute business strategy to achieve the organization's targeted business outcomes.
- Construct technology-enabled operating models, and provide viable options and visibility into execution issues.

Research and Understand Technology and Nontechnology Trends

- Scan the world for major disruptive technology and nontechnology trends (trendspotting) that affect business. Provide practical advice and best practices to overcome these challenges and successfully deliver the expected business outcomes.
- Contextualize the technology trends based on social, economic, political and other nontechnology trends.
- Lead the analysis of business and operating models, market trends and the technology industry to determine their potential impact on the enterprise's business strategy, direction and architecture.

Enable Enterprise Ideation and Innovation

- Track and apply innovative and existing technologies, anchoring them in the business model to assess their potential, and use rapid prototyping approaches to evolve innovations.
- Run technology experiments, helping to create new products and services and integrating the best of these into steady-state operations for the organization.

Determine and Help Orchestrate the Delivery of Business Outcomes

- Guide and advise stakeholders about disruptive technologies and trends.
- Determine the relationship between people, processes, information, technology and things of the enterprise, and their relationships to one another and to the external environment.
- Work with business peers to develop and present business capability models and roadmaps to facilitate discussion and decision making with stakeholders across the enterprise.
- Lead analysis of the business' future-state capabilities and future (and current) ICT environment to detect critical deficiencies and recommend solutions for improvement and driving the business forward.
- Work with business peers and lead the identification and analysis of enterprise business outcomes and drivers to derive useful business context, and in response to disruptive forces.
- Develop diagnostic and actionable deliverables that help business guide investment decisions in support of executing business strategy.
- Lead analysis of the ICT environment to detect critical deficiencies and recommend solutions for improvement.
- Provide perspective on the readiness of the organization to change and innovate.
- Present a gap analysis and/or ICT investment roadmap that reflects the status of the existing ICT estate, namely, its ability to contribute to future-state business capabilities around ecosystems and digital platforms.
- Lead the development of an implementation plan for the enterprise architecture based on business requirements and ICT strategies.
- Lead and facilitate the creation of governance, assurance and standards to guide EA decision making.
- Ensure that the optimal governance structure and compliance activities are associated with EA compliance.
- Oversee the evaluation and selection of EA standards, as necessary.
- Oversee EA implementation and ongoing refinement activities.
- Oversee EA implementation, continuous improvement and ongoing refinement activities.
- Oversee the documentation of all architecture design and analysis work.
- Consult with infrastructure, project and product teams to ensure consistency with the enterprise architecture, as well as to identify when it is necessary to modify the enterprise architecture.

- Identify organizational requirements for the resources, structures and cultural changes necessary to support the enterprise architecture.
- Oversee the documentation of all architecture design and analysis work.
- Lead the development and execution of a communication and education plan for the enterprise architecture.
- Communicate the value of the enterprise architecture to the organization.
- Lead the development and execution of a communication and education plan for the enterprise architecture.

DESIRED SKILLS AND EXPERIENCE

Minimum requirements:

- Master's or Bachelor's degree in business, computer science, computer engineering, electrical engineering, system analysis or a related field of study, or equivalent experience
- Seven or more years of experience in at least three disciplines, such as business, information, solution or technical architecture, application development, middleware, information analysis, database management or operations in a multitier environment
- Five or more years of business experience in strategic and operations planning and/or business analysis

Knowledge and Skills

- Knowledge of business models, operating models, financial models, cost-benefit analysis, budgeting and risk management
- Familiarity with information management practices, system development life cycle management, ICT services management, infrastructure and operations, and EA and ICTIL frameworks
- Knowledge of business ecosystems, SaaS, infrastructure as a service (IaaS), platform as a service (PaaS), SOA, APIs, open data, microservices, event-driven ICT and predictive analytics
- Exposure and understanding of existing, new and emerging technologies, and processing environments
- Exceptional soft and interpersonal skills, including teamwork, facilitation and negotiation

- Strong leadership skills
- Excellent analytical and technical skills
- Excellent written, verbal, communication and presentation skills
- Excellent planning and organizational skills
- Knowledge of all components of holistic enterprise architecture
- Knowledge of business engineering principles and processes
- Familiarity with basic graphical modeling approaches, tools and model repositories

REMUNERATION & BENEFITS

Remuneration Package: R 1 005 063 – R 1 183 932 per annum

Total Cost to Company per annum inclusive of all benefits and company contributions.

Benefits and Conditions: **Compulsory Medical Aid, Pension Fund & Annual Bonus**

Included in the above remuneration is the company contribution to our compulsory pension fund (7.5%), medical aid contributions and an annual bonus.

Closing date: **27 September 2018**

PLEASE NOTE

NSFAS do not consider late applications

Internal NSFAS Staff on Leave must ensure that they check the NSFAS portals for advertised vacancies and familiarize themselves with the respective closing dates

Interested applicants should send detailed Curriculum Vitae, copies of academic qualifications and names of three contactable referees to Ms. Thokozile Mnikina via email jobs@nsfas.org.za

NSFAS only corresponds with Shortlisted Candidates. If you do not hear from NSFAS within 2 months of the closing date, please consider your application unsuccessful



“NSFAS is committed to providing equal opportunities and practicing affirmative action employment. It is our intention to promote representivity (race, gender, disability) in the organisation through filling of this position and candidates whose appointment will promote entivity will receive preference. “

