ROLE PROFILE

Job Title:	Associate Director, Enterprise Architecture	Location:	London
Reports to:	Director of Technology	Department:	Digital

Summary of the Role's Main Purpose

The Associate Director, Enterprise Architecture is accountable for ultimately enabling business and technology leaders to make investment decisions that balance and prioritise current operational demand, disruptions, and opportunities with the longer-term strategic vision of the organisation. They will do this through a combination of leadership, management, and facilitation of digital architecture, defining underpinning architectural principles, standards and best practices, owning and publishing the integrated target digital state and roadmap, and providing guidance.

Principal Accountabilities

- To develop and maintain SEGRO's Enterprise Architecture capability, including defining and evolving architecture frameworks, practices, principles, standards and roadmaps, always ensuring alignment with SEGRO's strategic objectives and direction. To promote architectural consistency through reference models, templates and toolkits.
- To lead and facilitate the ongoing development of the integrated technology strategy and roadmap, bringing together applications, platforms, infrastructure and integration, ensuring it continues to support SEGRO's strategic objectives, and interlocks with other digital team strategies, including business process, data and service management.
- To own the management of architecture artifacts, providing an environment for them to be hosted, controlled and accessed. To ensure that expired artifacts have owners that take active ownership, are archived and replaced in a timely manner, and the repository is widely accepted as the 'single trusted source of the truth for architecture'.
- To own architecture governance, including leading the Design Review Group and Architecture Review Group. To use those forums to ensure compliance with architecture standards and best practices, that solution designs meet those standards, and that they are in line with the published target architecture.
- To provide high-level guidance on solution design to the wider Digital team, including partners, ensuring consistency, reuse, and efficiency across systems and platforms.
- To partner with leaders in Digital and the wider SEGRO business, to ensure technical concepts are translated into simple, consumable, business terminology. To ensure that those colleagues, as well as external partners are kept informed on roadmaps and strategies, relevant to their roles/domains.
- To work closely with cyber, risk and audit teams to ensure all architectures are compliant against SEGRO standards, including across data, cyber and risk management.
- To work closely with the Business Analysis team on the Business Architecture Capability Model, ensuring it continues to be accurate, and interlocks with other architecture artifacts. To ensure capability gaps are identified and the owners supported to identify changes to be designed, approved and implemented.
- To effectively lead a team, with permanent and/or third-party staff as required, ensuring that they have the skills and capacity to meet requirements, and that permanent staff are managed according to SEGRO's people policies and processes.

- To play an active role in the Digital team, helping to ensure effective relationships and working between the business, Digital teams and partners.

Core Areas of Knowledge, Skills & Experience

Essential

- Experience of designing an enterprise architecture, including through collaboration with related architecture owners, such as business process, data, product, infrastructure, service management.
- Experience of working with industry standard Enterprise Architecture frameworks such as TOGAF.
- Fair technical knowledge of business process, data, product, and infrastructure architecture domains.
- Experience of Microsoft Azure cloud, microservices, APIs, integration patterns, containerisation.
- Basic knowledge of cyber security principles, risk management, regulatory compliance (e.g. GDPR).
- Fair knowledge of industry standards and best practices, such as ITIL, DevOps, and Agile/Scrum.
- Experience of using architecture techniques and tools, such as Bizzdesign, Archimate, LeanIX, etc.
- Experience of leading a mixed team of internal and external architecture resources.
- Ability to translate complex technical concepts to be understandable by a wide range of stakeholders.
- Ability to think strategically, connecting the target architecture vision to SEGRO's strategic priorities.
- Ability to effectively prioritise and execute complex & conflicting tasks.
- Flexibility to operate in a small team; being able to pick up tasks to support others as required.
- Strong planning and organisational skills.

Desirable

- Qualification in TOGAF v9 or v10.
- Experience of being the most senior Enterprise Architect in a business.
- Experience of AI and the implementation of it from an architecture perspective.
- Strong technical knowledge of business process, data, product, and infrastructure architecture domains.
- Presence and skills to engage with stakeholders at all levels in the business.
- Good written and oral communication skills in English.
- Working within real estate, property, investment or related industries.

Special Job Requirements

This role will be based in our London office, with an expectation of normally working in the office three days per week, but sometimes up to 4-5 days per week. Occasional travel to other SEGRO and partner offices is expected, including Slough approximately once per month and offices across Europe a few times per year.

Date of completion: 8th April 2025