

Post Title:	Enterprise Learning Systems Architect
Grade:	9

Job Description

2.1. Purpose

The Enterprise Learning Systems Architect is accountable for ensuring that all learning systems deployed on behalf of the University Group are architected and designed in accordance with the needs of the Group. They will assure the cyber-security needs of the business. They will work with the CTO and the Group CDIO to deliver the Information Security Strategy for the University Group.

The post holder will have an in-depth understanding of technology and technology trends within the field of learning systems technology. They will apply this insight to enable the business to innovate through the use of technology.

They will be responsible for scanning the market and bringing in emerging technologies and technology-enabled business models that the University Group might lever for competitive advantage.

They will be responsible for ensuring that IT systems will be sufficiently secure, robust, scalable, disaster proof, available and flexible to meet the global needs of a dynamic, modern University Group.

2.2. Main Duties and Responsibilities

1. Leads the development of learning systems architectures for complex solutions, ensuring consistency with specified requirements agreed with both external, and internal customers. Takes full responsibility for the balance between functional, service quality and systems management requirements within enterprise learning systems across the Group. Establishes policy and strategy for the selection of solution architecture components, and co-ordinates design activities, promoting the discipline to ensure consistency. Ensures that appropriate standards (corporate, industry, national and international) are adhered to. Within a business change programme, manages the target design, policies and standards, working proactively to maintain a stable, viable architecture and ensure consistency of design across projects within the programme.
2. Provides organisational leadership and guidelines to promote the development and exploitation of enterprise learning systems in the organisation. Maintains a network of recognised experts (inside and/or outside the organisation) who can deliver expert advice in areas relevant to the organisation's current and future needs. Provides input into

professional development planning across a significant part of the organisation to further the development of appropriate expertise.

3. Sets policies, standards, and guidelines for how the organisation conducts strategy development and planning with respect to enterprise learning systems. Leads and manages the creation or review of a strategy which meets the requirements of the business. Develops, communicates, implements and reviews the processes which ensure that the strategic management is embedded in the management and operational plans of the organisation.
4. Identifies and manages resources needed for the planning, development and delivery of enterprise learning systems. Engages with and influences senior level stakeholders and project teams through change management processes, ensuring that the learning systems are managed to provide agreed levels of service and data integrity. Takes full responsibility for budgeting, estimating, planning and objective setting. Plans and manages implementation of processes and procedures, tools and techniques for monitoring and managing the performance of automated systems and services. Aligns the contribution of systems and services to clearly stated business and financial goals and performance targets. Monitors performance and takes corrective action where necessary and in line with policies. Develops new methods and organisational capabilities (including automation) for the management of learning systems and services.
5. Manages the Learning Systems Architecture Team. Sets performance targets, and monitors progress against agreed quality and performance criteria. Provides effective feedback, throughout the performance management cycle, to ensure optimum performance. Proactively works to ensure effective working relationships within the team and with those whom the team interacts with. Provides support and guidance as required, in line with individuals' abilities. Advises individuals on career paths, and encourages pro-active development of skills and capabilities and provides mentoring to support professional development.
6. Within the field of enterprise learning systems, develops and communicates corporate information security policy, standards and guidelines. Contributes to the development of organisational strategies that address information control requirements. Identifies and monitors environmental and market trends and pro-actively assesses impact on business strategies, benefits and risks. Leads the provision of authoritative advice and guidance on the requirements for security controls in collaboration with experts in other functions such as legal, technical support. Ensures architectural principles are applied during design to reduce risk and drives adoption and adherence to policy, standards and guidelines.
7. Within the area of enterprise learning systems, determines the requirements for the appropriate governance of enterprise IT, ensuring clarity of responsibilities and authority, goals and objectives. Puts in place and maintains governance practices and resources to enable governance activity to be conducted with reasonable independence from management activity, in line with the organisation's corporate governance requirements.

Undertakes and/or directs reviews as necessary to ensure management decision-making is transparent, and that an appropriate balance between benefits, opportunities, costs and risks can be demonstrated to principal stakeholders. Establishes and maintains the policies for compliance with the organisation's obligations (including legislation, regulatory, contractual and agreed standards/policies), holding the management team to account. Acts as the organisation's contact for relevant regulatory authorities. Ensures proper relationships between the organisation and external parties, with valid interest in the organisation's governance, are in place.

8. Maintains an awareness of the global needs of the organisation. Promotes (to both information systems and business management) the benefits that a common approach to information and communications technology deployment will bring to the business as a whole. Coordinates the promotion, acquisition, development, and implementation of learning systems and services in close liaison with those responsible for management and strategy.
9. Obtains organisational commitment to enterprise learning systems innovation. Develops organisational capabilities to drive innovation. Leads and plans the development of innovation capabilities and implementation of innovation processes, tools and frameworks. Leads the communication and an open flow of creative ideas between interested parties and the set-up of innovation networks and communities.
10. Contributes to the creation and review of a systems capability strategy which meets the strategic requirements of the business. Develops models and plans to drive the execution of the strategy, taking advantage of opportunities to improve business performance. Takes responsibility for investigative work to determine requirements and specify effective business processes, through improvements in information systems, data management, practices, procedures, organisation and equipment.
11. Plans and leads the identification and assessment of new and emerging learning technologies and the evaluation of the potential impacts, threats and opportunities. Creates learning technology roadmaps which align organisational plans with emerging learning technology solutions. Engages with, and influences, relevant stakeholders to obtain organisational commitment to learning technology roadmaps. Develops organisational guidelines for monitoring emerging learning technologies. Collaborates with internal and external parties to facilitate intelligence gathering.
12. Develops organisational policies, standards, and guidelines for enterprise learning systems methods and tools. Sets direction and leads in the introduction and use of techniques, methodologies and tools, to match overall business requirements, ensuring consistency across all user groups. Leads the development of organisational capabilities for methods and tools (including automation) to ensure adoption and adherence to policies and standards.
13. Develops organisational policies, standards, guidelines, and methods for systems design. Champions the importance and value of systems design principles and the selection of

appropriate systems design lifecycle models; whether predictive (plan-driven) approaches or more adaptive (iterative/agile) approaches. Drives adoption of and adherence to relevant policies, standards, strategies and architectures. Leads systems design activities for strategic, large and complex systems development programmes. Develops effective implementation and procurement strategies, consistent with specified requirements, architectures and constraints of performance and feasibility. Develops systems designs requiring introduction of new technologies or new uses for existing technologies.

Deputises for the Chief Technology Officer as required.

AND such other duties as are within the scope of the spirit of the job purpose, the title of the post and its grading.

2.3. Supervision Received

Line management is from the Chief Technology Officer.

2.4. Supervision Given

Learning Systems Architecture Team.

2.5. Contacts

- IT Services staff, including Executive Team.
- University Group Leadership Team.
- Staff and students in other Schools / Support Areas of the University Group.
- External Suppliers and other education institutions.

3. Person Specification

ATTRIBUTES	ESSENTIAL	ADVANTAGEOUS
<i>Education & Qualifications</i>	<ul style="list-style-type: none"> • Educated to degree level in a relevant discipline with a professional qualification or substantial experience in related field in lieu of the above. 	<ul style="list-style-type: none"> • Postgraduate or professional qualification in a relevant discipline, or chartered member. • MCSD (App Builder). • OCM (Java EE Enterprise Architect). • CISM.
<i>Knowledge & Experience</i>	<ul style="list-style-type: none"> • Substantial experience of enterprise learning systems architecture in a large, complex organisation. • Influencing • Strategic Execution • Significant experience of leading and managing enterprise learning systems architecture teams; developing and sustaining a high performance culture. • Leadership / Management • Financial Management 	<ul style="list-style-type: none"> • Higher Education experience. • Experience of supporting and developing Moodle.
<i>Job-related Skills, Abilities & Competencies</i>	<ul style="list-style-type: none"> • Excellent analytical, strategic conceptual thinking, strategic planning and execution skills. • Exceptional leadership skills with the ability to develop and communicate the enterprise learning systems architecture vision and inspire, motivate and develop staff. • Takes accountability and has strong sense of ownership. • Results oriented and a commitment to a high quality customer service • A distinctive blend of business, IT, financial and communication skills. • Understanding business organisation, politics and culture. • Ability to build and maintain broad network of business relationships. • Knowledge of customer behaviours, 	<ul style="list-style-type: none"> • Applying lean / startup agile methods. • Information governance. • Public cloud infrastructure. • Microsoft Azure. • Amazon Web Services.

	<p>needs and expectations.</p> <ul style="list-style-type: none"> • Ability to lead a team/discipline to quickly resolve complex problems in the provision of IT services. • Good understanding of current and emerging technologies and how other enterprises are employing them to drive digital business support. • Application design & architecture. • Cyber-security within learning systems technologies. 	
<i>Interpersonal Skills</i>	<ul style="list-style-type: none"> • Able to influence and negotiate at all levels and also where resources may not be in direct control of this role. • Excellent communication, and presentation skills. • Ability to forge effective relationships in a complex matrix management environment. • Able to motivate others to deliver high performing teams and a high performance culture. • Results oriented, adaptive and decisive. • Ability to build trust and display integrity. • Ability to work collaboratively and be a key team player. • Creative and innovative thinking. • Can resolve conflicts and problems. 	
<i>Other Requirements</i>	<ul style="list-style-type: none"> • A flexible approach to working hours and location, including a willingness to travel, locally, nationally or overseas, as required. • An appreciation of other cultures; the global reach of the University Group and its international agenda. • Ability to work flexibly and extended hours by agreement to meet tight, fixed deadlines or as required by service imperatives. 	