**About the role**

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| **Role**  Principal Enterprise Architect | **Location and hours**  Bristol or Edinburgh  35 hours per week  Hybrid working with minimum 3 days per week in the office |
| **Band**  B3/Leadership | **Salary** |
| **What you’ll be doing**  Working closely with heads of function, programme managers, technical disciplines, and programme sponsors you will have responsibility for developing and maintaining the areas of the enterprise architecture within MO.  **Support Formulation of Strategy and Guide Execution:**   * Translate and guide execution of business strategy to achieve MO’s targeted business outcomes using a collaborative, supportive and consultative approach. * Understand MO’s economic and financial levers to effectively guide investment decisions. * 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.   **Build and Maintain Relationships:**   * Provide consultative advice, and actionable recommendations adapted to stakeholder context to guide investment decisions * Lead and facilitate interaction with business leaders, product managers and product owners in a business-driven conversation over the risks and implications of decisions to the line of business, business unit and wider enterprise. * Builds the EA value proposition, contributing to positioning the EA practice as an internal management consultancy, offering services and skills to support the development and execution of business strategy. * Develops a portfolio of consulting services, designed to meet business and stakeholder needs, and delivers in an agile and time-boxed way. * Leads a collaborative community of architects and work with the Enterprise Design Authority to guide transformation and resolve any conflicts   **Orchestrates the Delivery of Business Outcomes**   * Position the EA practice at the intersection of business and IT. Ensure that the EA practice is designed and enabled to formulate, translate and execute business strategy. * Work with other architects and business leaders to identify key drivers and targeted business outcomes to derive useful business context. * Develop diagnostic and action-oriented deliverables that help guide investment decisions in support of executing business strategy. * Lead analysis of the business’ future-state capabilities and future (and current) IT environment to detect critical gaps and opportunities and recommend solutions for improvement to drive the business towards its targeted outcomes. * Works with the Technology SLT to drive business-outcomes. This may include fusion teams and supporting federated initiatives. * Ensure that the EA design process leads to a more efficient and effective business and IT operating model, significantly improved results and EA resources empowered and committed to the integration of business and IT.   **Plan and Manage the Application Portfolio**   * Maintain the alignment, integration and coordination of architecture activities across different programs, projects, products and domains as they evolve over time. * Own the EA governance model and ensure it offers appropriate minimal viable architectures across the different delivery domains. * Collaborates with delivery teams to ensure consistency with the enterprise architecture, as well as to leverage shared technologies, tools and processes that impact speed to value and time to market.   **Lead, Mentor and Develop Other Architects**   * Lead, mentor, and inspire the Architecture team, ensuring team members have the necessary resources and support to excel in their roles. * Foster a culture of innovation, accountability and collaboration within the team and across departments. * Define ways of working and standards for Architecture in Technology. * Work with key partners in the business to define ways of working and build up consistent approaches where appropriate. * Build new capabilities where there are gaps in the existing organisation. * Ensure that the team continue to develop appropriate technical and soft skills to effectively support the business as it changes | |
| **About you**  The Principal Enterprise Architect will define Business Systems strategies, to contribute to the annual strategy round and MO long term strategy, and define and evolve the IT Roadmap to align to strategic business objectives. | |
| **Minimum criteria**  As a minimum for this role, you will need to have experience in the full project development life cycle; a proven track record, with demonstrable experience in a role of similar responsibility and scale; strong analytical and problem-solving abilities; and a solid technology background.  **Who you’ll be working with**  The Technology division at MO is going through exciting transformation and this role sits within a newly formed wider leadership team. This team has overall responsibility for the delivery of technology at MO, working collaboratively to meet the needs of the customer and strategic business objectives.  The Architecture team are professional and skilled and work closely with the wider technology teams and the business ensuring the right solutions are implemented to solve the business problems. They maintain and continually develop a view of the technology landscape both internally and externally through an inquisitive and innovative approach to problems. They all have their areas of specialism, with wider knowledge sharing and domain movement creating a knowledgeable team across the MO technology estate.  In the IT Architecture team, we ensure that IT programmes, projects, and initiatives are designed and developed to align with the Enterprise Architecture and adopt appropriate standards and technologies. We own the adoption, definition, and maintenance of reference architectures to support standardised implementation and provide independent technical research and consultancy as appropriate to promote industry best practice. | |
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| **We’re Motability Operations** | |
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| **About us** We’re the company behind the Motability Scheme. We exist to deliver smart, sustainable solutions that improve our customers’ mobility in a fast-changing world. We’re the UK’s largest car leasing company and we help over 750,000 people get on the road.  We employ over 1800 people, across London, Bristol, Edinburgh, and Coalville. We know our people are key to our success, so we aim to create an environment that allows our employees to flourish. We look for highly motivated people with a combination of commercial sense and real enthusiasm to meet our customers' needs. | |
| **What we do**  We lease a wide range of tailored mobility solutions to people who receive of one of the Government’s qualifying mobility allowances. Our customers choose a car, Wheelchair Accessible Vehicle (WAV), scooter or powered wheelchair that best suits their needs. We take care of their insurance, breakdown, servicing and more, as part of our worry-free package.  At the end of the lease, our customers can exchange their vehicle for a brand-new model. Each year we sell and move around 200,000 cars. This makes us the largest supplier of single-source vehicles back into the used car market.  The Scheme has been providing affordable, worry-free motoring for over 45 years. We pride ourselves on delivering outstanding customer service, with an independent customer satisfaction rating of 9.6 out of 10. | |
| **How we work**  We work in a hybrid way. That means remotely for up to two days each week and in our great office spaces the rest of the time. This gives us a good work/life balance and lets us collaborate and deliver for our customers. [Visit our website](https://www.motabilityoperations.co.uk/careers/) to find out more.  We do our best to accommodate part-time and flexible working requests, where possible, to build on our culture of trust, empowerment, and flexibility.  **Our beliefs and values**  We believe in building a diverse workforce, where our people are empowered to attend work as their true selves. We encourage people from all backgrounds to apply.  We want to sustain a nurturing culture. And our people to be rewarded equally, regardless of race, national or ethnic origin, sexual orientation, age, disability, or gender.  Our values are at the heart of everything we do:   * We believe no one should be left behind à We find solutions * We believe we must take the lead à We drive change * We believe everything starts with the customer à We care | |
| **What we can offer you**   |  |  | | --- | --- | |  | **Pay**: competitive salary, with a yearly discretionary bonus, based on your performance | |  | **Holiday**: 28 days, and you can buy and sell days | |  | **Pension**: 15% non-contributory pension (9% during probation) | |  | **Health and wellbeing**: Private Medical Insurance cover available for all employees and free health screenings for over 50s. Life assurance at four times your basic salary, to give you peace of mind. Free access to healthcare apps like Peppy, Unmind, and Aviva Digital GP. Mental Health Allies and an Employee Assistance Programme | |  | **Development**: A library of internal training on our myLearn platform | |  | **Family friendly**: We have competitive family leave policies | |  | **Diversity and inclusion**: We embrace the diversity of our people and empower them to come to work as their true selves. We want them to flourish and be rewarded equally. We have Employee Network Groups, and we pride ourselves on being inclusive and all our offices have first-rate disability access | |  | **Helping our community**: One volunteering day each year, and access to volunteering platform Neighbourly | |  | **Schemes**: Car Benefit Scheme for electric and hybrid cars. This means you can lease a brand-new electric or plug-in hybrid car, with insurance and more, for a fixed monthly amount. Cycle to Work Scheme. Employee Discount Scheme, to save money across lots of retailers | |  | **Other, voluntary benefits**: charitable giving, critical illness insurance, dental insurance, health and cancer screenings for you and your partner, discounted gym memberships and season ticket loans, free fresh fruit and snacks in the office | | |