

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Enterprise Architect	PAY BAND:
FUNCTION:	Technology	Support Delivering Specialist/Managerial
THE TEAM:	The Business Technology team is responsible for the architecture, transformation, development and support of any applications, products and services supported by the Trust.	Technical Lead/Function Head Senior Leadership Team

WHERE YOU WILL FIT

CEO	Head of Business Technology	Enterprise Architect	Service Owner (Delivery), Service Owner (Finance), Service Owner (Fundraising), Senior Business Analyst, Senior Business Analyst
-----	-----------------------------	-----------------------------	--

HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

We are here to support Young People to succeed by providing efficient and effective technology that enables exceptional delivery.

WHAT WILL YOU DO?

-  Maintain and evolve the enterprise architecture framework to ensure alignment with strategic objectives.
-  Facilitate consistent implementation of architectural principles, standards, and guidelines for consistency across all domains.
-  Govern business, digital and technology alignment through architecture reviews and design authority forums.
-  Drive maturity and adoption of the business capability model across people, process, data, and technology dimensions, building strong relationships with senior leaders.
-  Lead a team of Service Owners to ensure delivery aligns with enterprise-wide strategies, priorities and multi-year roadmap.
-  Lead the business analysis practice to enable strategic transformation and change initiatives.
-  Manage vendor engagement for architecture-related changes and solutions.
-  Respond to business requests for technological support and deliver artefacts that inform decision-making and measure value delivered.
-  Design the target technology landscape aligned to the 2025+ strategy ensuring architecture is composable and scalable and meets regulatory, security and compliance requirements.
-  Drive adoption of emerging technologies and trends (e.g., AI, automation).
-  Actively contribute to an equitable, diverse, and inclusive workplace, aligned with Trust values.

THE SKILLS YOU'LL BRING

All of the roles at The Trust are key to our success and there are certain skills we need to be successful. And while we will shortlist the most qualified people for the role, we ask everyone for a supporting statement. If you think you could do the role, but don't have all the desirable experience, we would still love to see an application from you.

WE REALLY NEED YOU TO HAVE THESE

Skills & Knowledge	Why do we need this?
Technology Road mapping: Strong capability in defining target-state architectures and multi-year roadmaps.	Roadmaps define the future-state architecture and the steps to get there. They help prioritise investments, manage dependencies, and align technology evolution with business goals.
Stakeholder Management: Excellent communication and influencing skills with senior leadership and cross-functional teams. A clear ability to translate complex technical messaging into business language.	Enterprise architecture spans multiple domains and requires buy-in from senior leadership, business units, and technical teams. Strong communication and influencing skills ensure alignment and reduce resistance to change.
Analytical & Decision Support: Ability to produce architecture artefacts that inform strategic decisions.	Architecture artefacts (models, diagrams, impact assessments) provide clarity for complex decisions. They help stakeholders understand trade-offs and risks before committing resources.
An ability to lead a team of architecture and business analysis SME's	As a leader, you will be responsible for setting the goals, inspiring and motivating a team of professionals to excel.
Experience	Why do we need this?
Proven experience in developing and maintaining EA Frameworks.	Ensures architecture aligns with organisational goals.
Managing multi-domain architecture.	Experience across a variety of business units/departments, alongside experience working with data and technology domains ensures holistic solutions.
A clear understanding of Data Protection and Safeguarding principles.	We need to ensure that the data of all beneficiaries of our services is protected, with safeguarding at the heart of what we do.

WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Vendor Engagement: Experience managing third-party vendors for architecture-related solutions and changes.	Many architecture changes involve third-party solutions. Managing vendors ensures compliance with standards, cost-effectiveness, and integration with existing systems.
Managing an architecture and business analysis team.	The EA will be responsible for overseeing both Service Owners and Business Analysts.
Leading architecture governance forums.	Running design authorities and architecture review boards is core to ensuring alignment and compliance.
Experience of working within the third sector environment	Having an appreciation for the mission and how we ensure all of our technology decisions drive impact and ensure funds are being spent wisely.
Skills & Knowledge	Why do we need this?
TOGAF or similar certification.	Demonstrates formal EA knowledge.
Change management skills.	Helps drive adoption of architecture decisions across the organisation.

WHAT DO WE EXPECT FROM YOU?

OUR VALUES

Our values are at the heart of everything we do – they articulate who we are and how we work together to achieve our aims to help young people.



Here at The King's Trust, we're committed to equality, diversity and inclusion. We want to be an organisation that's representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability, ethnicity and perspective. Our goal is to create an environment where everyone, from any background, can be themselves and do the best work of their lives.

We're a Stonewall Diversity Champion and we are Disability Confident employer. Our staff, volunteers and young people are supported by KT CAN (our Cultural Awareness Network), KT GEN (Gender Equality Network), KT DAWN (Disability & Wellbeing Network) and Pulse (LGBTQIA+ Network). For more information, [click here](#).

OUR BEHAVIOURS

We expect certain behaviours from you about how you interact with colleagues, our partners, young people & the public. As someone who works at a technical lead or head of level, we would expect that you live these behaviours.

Leading by Example	Continuous Improvement	Effective Communication	One Team	Delivering Results
You inspire others through passion for what we do. You keep young people and our end goal in mind. You instil trust in others through consistency, professionalism and being accountable for team success. Resilient and determined in the face of challenges. You're authentic, bringing unique talents to work and encouraging others to do the same. Role models integrity and acts according to our Values	You understand the internal & external factors that demand change and innovation from The Trust You lead change processes with skill & positivity and help others see the benefits and opportunities. You take an entrepreneurial approach to improve how we do things. You take steps to further own development, coaching others to do the same. You encourage a culture of constant improvement. You role model a positive & constructive approach to giving and receiving feedback	You're approachable, clear, and inspiring. You effectively communicate information throughout The Trust You challenge the thinking of others and raise issues in a diplomatic, non-judgemental way. You seek to understand multiple perspectives, listening to others' concerns or barriers before responding	You role model effective and mutually supportive teamwork with colleagues You bring the team together in pursuit of shared purpose. You manage relationships with multiple stakeholders, gaining buy-in and balancing their different priorities. You share knowledge and information. You build a broad range of trusting relationships both across The Trust and externally. You have a broad organisation knowledge and awareness of how actions in one team will affect others	You translate The Trust's vision into a vision for your own team, making long-term plans and setting goals accordingly. You make decisions through establishing facts, considering consequences, and making sound judgements. You address obstacles, finding workable solutions. You set quality standards & challenge others to maintain them. You empower the team and place trust in them to take ownership and deliver results. You manage resources to maximise their impact and deliver results

THE WELFARE OF OUR YOUNG PEOPLE

The King's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of this commitment, we undertake basic disclosure checks per the Codes of Practice for all roles within The Trust, and for our roles working directly with young people, at an enhanced level. Having a criminal record will not automatically exclude applicants.