

## YOUR NEW ROLE AT THE TRUST

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

## WHERE YOU WILL FIT

|      |                             |                       |                                                                                                                                  |
|------|-----------------------------|-----------------------|----------------------------------------------------------------------------------------------------------------------------------|
| CTPO | Head of Business Technology | <b>Lead Architect</b> | 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?

-  Lead the design and evolution of the Trust's solution architecture to ensure alignment with strategic objectives.
-  Own and drive the adoption of architectural principles, standards, and guidelines for consistency across all domains.
-  Lead architecture governance activities and play a key role in design authority forums, ensuring solutions align with agreed standards, principles and organisational goals.
-  Drive maturity and adoption of the business capability model across people, process, data, and technology dimensions, building strong relationships with senior leaders and stakeholders across the business.
-  Lead and develop the Service Owners and Senior Business Analysts to ensure delivery aligns with organisational priorities and multi-year technology roadmaps.
-  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.
-  Ensure solution designs appropriately consider data architecture, information management, reporting and integration requirements, working collaboratively with Data teams.
-  Lead the design and evolution of the technology landscape ensuring solutions are scalable, secure, supportable and compliant with relevant standards and regulations.
-  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, and help prioritise investments, manage dependencies, and align architecture with business goals.                                                                        |
| Stakeholder Management: Excellent communication and influencing skills with senior leadership and cross-functional teams. | Architecture requires collaboration across multiple stakeholders and disciplines. Strong communication and influencing skills are needed to gain buy-in, build consensus and ensure technology decisions are aligned to organisational priorities. |
| Integration and Data Architecture                                                                                         | To ensure business applications, external systems and data flows operate as a coherent and efficient ecosystem.                                                                                                                                    |
| Solution Architecture: Ability to design, govern and evolve technology solutions that deliver business value              | To ensure technology solutions are aligned to business objectives and can be effectively designed, governed and evolved across the Trust's core platforms.                                                                                         |
| An ability to lead a team of Service Owners and Business Analysts                                                         | As a leader, you will be responsible for setting the goals, inspiring and motivating a team to professionals to excel.                                                                                                                             |
| Experience                                                                                                                | Why do we need this?                                                                                                                                                                                                                               |
| Proven experience in Solution Architecture or Lead Architecture roles                                                     | Ensures the ability to provide architectural leadership across technology-enabled change.                                                                                                                                                          |
| Experience designing solutions across Microsoft Dynamics 365 and Power Platform                                           | Supports the Trust's current and future application strategy.                                                                                                                                                                                      |
| Experience designing application, integration and information architectures across multiple business systems.             | Ensures technology solutions support information sharing, reporting and business outcomes                                                                                                                                                          |
| A clear understanding of Data Protection and Cyber Security principles.                                                   | We need to ensure that the data of all beneficiaries of our services is protected.                                                                                                                                                                 |

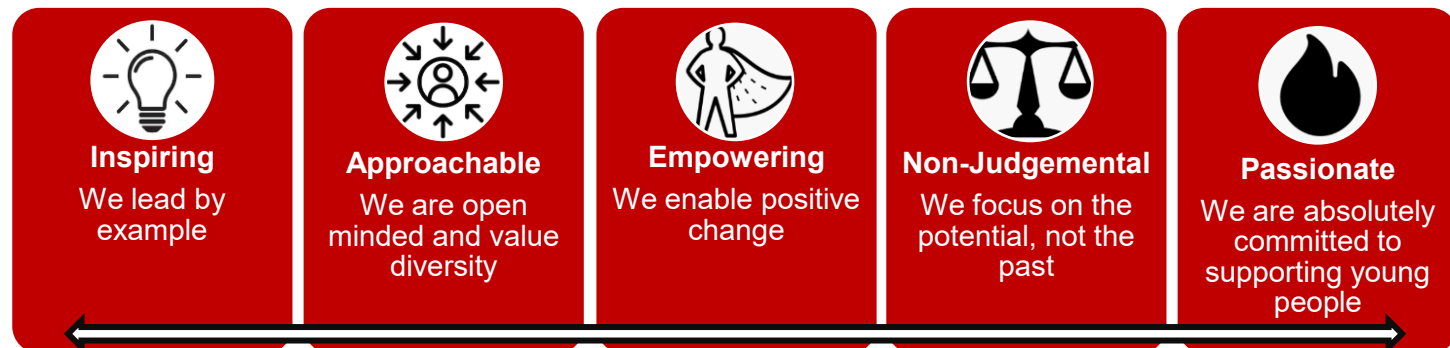
## WE WOULD LOVE IT IF YOU COULD DO THIS

| 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. |
| Experience with Oracle platforms and technologies                                                          | Provides valuable knowledge of a key platform and supports integration and future planning activities.                                                                  |
| Experience 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 our technology decisions drive impact.                                                                     |
| Skills & Knowledge                                                                                         | Why do we need this?                                                                                                                                                    |
| Architecture qualification (e.g. TOGAF)                                                                    | Demonstrates understanding of architecture principles and governance approaches                                                                                         |
| Change management skills.                                                                                  | Helps drive adoption of architecture decisions across the organisation.                                                                                                 |
| AI, Automation and Emerging Technologies                                                                   | Supports identification of opportunities to increase efficiency and improve user experience.                                                                            |

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

## 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.