

Helpdesk Report: Enterprise Architect

by

Incomes Data Research

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This report has been produced by Incomes Data Research Limited as part of the ECC Labour Market and Pay Data Service.

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1. Introduction

This report has been prepared by Incomes Data Research (IDR) and, as requested, it provides market salary data for the following role(s):

- Enterprise Architect

2. Market salary data

This section presents the market salary data. We aim to provide a minimum of three sources of information for each job to enable ‘triangulation’ of the results, and thereby provide the widest possible assessment of the market for this role.

2.1. Market data

The tables in the following sections provide the aggregate market salary for a full-time Enterprise Architect.

2.1.1. Official earnings data

The data provided below is based on the Government’s latest Annual Survey of Hours and Earnings (ASHE), for April 2019. This survey, conducted by the Office for National Statistics, provides a snapshot of earnings each April and is based on a 1% sample of National Insurance numbers. ASHE is considered a reliable source of official earnings data.

The following table details the median and average UK gross annual pay for full time employees in the closest-matched occupational category. It also provides information on the annual percentage change which can be an indicator of labour market pressures.

Annual pay - Gross (£)¹ - For full-time employee jobs: United Kingdom, 2019

Description	Code ²	No. of jobs (000s)	Median	Annual percentage change	Average	Annual percentage change
IT business analysts, architects and systems designers	2135	98	47,948	-1.0	52,225	-0.7
IT project and programme managers	2134	18	48,051	0.6	54,040	-0.6

Source: Table 14.7a, ASHE 2019.

2.1.2. NHS data

In this section we provide information on the salary range for the pay band likely to cover comparator jobs in the NHS. The NHS, with 1.2m staff, is the largest employer in the UK and as such plays a key role in influencing the market for many non-medical roles, particularly in education, given the links between parts of higher education and the NHS.

Enterprise Architects in the NHS are typically employed on Band 8b and the current salary range is between £53,168 and £62,001 a year outside of London and high-cost areas in the South East/South.

Roles based in high-cost areas qualify for the following supplements:

- Inner London – 20% of basic salary, subject to a minimum payment of £4,474 and a maximum payment of £6,892;

¹ Gross pay excludes bonuses but includes basic pay, shift premium payments, overtime pay, paid leave, maternity pay, sick pay and other pay.

² Standard Occupational Classification (SOC) codes are a coding system used to classify occupations. A four-digit SOC indicates the closest occupational match. Three digits cover a slightly broader job group, while two and one-digit codes are broader still.

- Outer London – 15% of basic salary, subject to a minimum payment of £3,786 and a maximum payment of £4,824;
- Fringe – 5% of basic salary, subject to a minimum payment of £1,037 and a maximum payment of £1,793.

2.1.3. IDR data

The following tables contain data from IDR Pay Benchmarker, our online database of salary information. This data has been collected by IDR directly from employers through surveys and bespoke data collection for the IDR Pay Benchmarker service. ³

Enterprise Architect, whole economy, job level 8 and 9³

Job level	Company count	Lower quartile	Median	Upper quartile	Average
Level 8	26	£54,486	£65,710	£72,423	66,568
Level 9	6		£67,416		67,416

Source: IDR Pay Benchmarker.

Enterprise Architect, public sector, job level 8 and 9³

Job level	Company count	Lower quartile	Median	Upper quartile	Average
Level 8	26	£46,331	£51,762	£53,347	£51,217
Level 9	6		£67,416		67,416

Source: IDR Pay Benchmarker.

Enterprise Architect, by region, job level 8 and 9³

Job level	Company count	Lower quartile	Median	Upper quartile	Average
Yorkshire and the Humber	12	£51,762	£65,158	£66,311	£60,519
North West	14	£52,443	£59,798	£65,205	£59,620
North East	11	£51,762	£65,205	£67,416	£61,021

Source: IDR Pay Benchmarker.

³ Refers to the IDR Job Level. These typically cover the following types of roles: 1 and 2, admin, support and manual roles; 3 and 4, secretarial and craft roles; 5 and 6, vocational and supervisory; 7 and 8, professional and managerial; 9, senior management; 10a and 10b, directors; 11, senior directors/chief executives.

3. Job advertisements

This section details current comparable vacancies from our database of advertised positions.

3.1.Data and summary

Enterprise Architect – advertised positions summary

	Minimum	Maximum
Average	£58,564	£63,435

Enterprise Architect - job advertisements

Reference ID	Organisation	Job title	Min	Max	Location
IN691	UK Research Institute	Enterprise Architect	60,026	66,695	Swindon
IN692	Home Office	Enterprise Services Principal Technical Architect	61,287	69,232	Salford
IN693	National Crime Agency	Application Architect – Senior Manager	54,380	54,380	Wakefield

3.2.Job advertisements

The following pages present the job advertisements for the above vacancies.

Enterprise Architect

UKRI - Swindon

UKRI

22 reviews

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Interview Date: W/C 14th September 2020

The Architecture team are part of the Digital Data and Technology (DDaT) directorate of UK Research and Innovation (UKRI) Corporate services. The team is responsible for building, delivering and iterating the digital, data and technology services used by UKRI in pursuit of their organisational goals. DDaT is a key enabler in UKRI where 9 councils are transforming to represent one large organisation responsible for driving research and innovation across the UK economy. The services are core to providing a modern and enabling interface between DDaT, and its internal and external stakeholders.

As an Enterprise Architect you will work across business and technology domains to review, interpret and respond business requirements, ensuring that DDaT can deliver business needs. You will provide input into the business architecture, with key responsibility for interdependencies with project, programme and services. You will provide the enterprise perspective ensuring to solution architecture to ensure that a solution will be fit for purpose from at least a technical, people and process perspective. You will also provide assurance to the UKRI Technical Design Authority that the solution complies with UKRI and Government Digital Services Technology Code of Practice design principles and standards; identifying and filling any gaps in those principles and standards.

Key Areas of Accountability

- Help develop DDaT architecture principles, standards and patterns at the enterprise-/macro-level
- Help shape the enterprise vision and roadmap for the delivering digital, data and technology services into the future, identifying potential opportunities for how emerging technology innovations can help drive a more effective solution
- Support the development of investment cases for the delivery of new DDaT products or services and follow through into the design and delivery so that they can be managed through live by Service Operations
- Accountability for the enterprise architecture and its interdependencies and integrations with other business solutions
- Be the lead architect on the programme team advising on overall solution to ensure any issues are uncovered and resolved quickly
- Work closely with solution architects to ensure that they are implementing solutions in keeping with your design intent. This may be through running a Delegated Technical Design Board for a project or programme
- Attend any ceremonies as a way of keeping open lines of communication with the project team members and ensuring that decisions are in line with your overall design
- Own the Enterprise Scope/Solution Overview/High Level Design documentation for a project or programme so that it can be approved by UKRI Technical Design Authority (TDA). Responsible for keeping it up to date throughout the lifecycle and attending the UKRI TDA with any changes as necessary
- Responsible for developing the minimum-viable architecture with the solution architects so that it is available in time for the development teams

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Organization Description

What is UK Research and Innovation?

Operating across the whole of the UK with a combined budget of more than £7 billion, UK Research and Innovation is a new entity that brings together nine partners to create an independent organisation with a strong voice for research and innovation, and a vision to ensure the UK maintains its world-leading position in research and innovation. UKRI will build on the successful elements from the current funding system and maximise the contribution of each of the component parts to create the best environment for research and innovation to flourish.

Building on success

The UK has a world class research and innovation system. Our expertise spans all fields of knowledge, from the discovery of penicillin and monoclonal antibodies, to the jet engine and the world-wide web. Our inspirational creative industries are strong in art, design and the innovative use of new materials and technologies. Our universities and laboratories produce a disproportionate percentage of the world's top research, and their academics are highly-sought as international colleagues and co-authors and are among the world's best at attracting overseas students Nor is this excellence confined to university campuses and research centres. Our engineering, automotive and pharmaceutical industries are successful in part because of the superb graduates they can hire and the top rate researchers that support them.

Our partners

The nine UK Research and Innovation partners each bring unique assets to this cooperation. Innovate UK helps businesses to identify the commercial potential in new technologies and turn them into the new products and services that will drive economic growth and increase productivity; Strong discipline-facing Research Councils encourage breadth and diversity, curiosity-driven research, and priority-driven initiatives; Research England's work on knowledge exchange will focus on capacity and culture in universities and provide balance to the funding system. It will drive quality and impact through the REF and work closely with its counterparts in the devolved administrations.

Essential knowledge, skills, experience and qualifications:

Knowledge:

- Complex IT programme architecture involving dependency management and multi-supplier deliveries in an enterprise architecture capacity
- Practical understanding of architectural models of business and enterprise architecture
- Broad understanding of the range of technologies and approaches which may be selected to deliver business capabilities
- How to prove, pilot and learn new technologies and keep up to date with industry best-practice, external disruptors and adapt accordingly
- Demonstrate the ability to identify areas where specialist input is required and to coordinate the required resources and consider their advice and input constructively in the broader context of an end to end service
- The appropriate time is to make a decision and identify when an error in judgment has occurred how to learn from that error.

Skills:

- Familiar with modern microservice architectures and able to design solutions which use these to deliver solutions which meet user needs
- Innovative and able to apply this to your own work
- Aware of and understand agile methodology and how to apply the agile mindset to all aspects of your work
- Have the ability to work in a fast paced, evolving environment and utilises an iterative method and flexible approach to enable rapid delivery
- Unafraid to take risks, willing to learn from mistakes and appreciates the importance of agile project delivery for digital projects in government

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assess feasibility and operational impact

- Ensure that the business solution aligns with the vision, mission, objectives, strategy and the business and user needs and can identify and recognise a viable solution or control.

Experience:

Proven and substantial experience in:

- Defining requirements in an agile development framework based upon user needs, from vision, through epics to user stories and tasks
- Identifying opportunities for service and business improvement, pinpointing opportunities to allow organisations like UKRI to perform more effectively
- Writing business cases justifying investment in digital spend, ideally having participated in a GDS spend approval process
- Specifying requirements from both a business and user perspective to enable agreed changes to be implemented effectively
- Identifying, analysing and managing relationships with and between stakeholders
- Communicate with stakeholders clearly and regularly, clarifying mutual needs and commitments through consultation and consideration of impacts whilst focusing on user needs
- Been an architect on an agile programme that used enterprise scale cloud computing platform.

Qualifications:

- Educated to Degree-level or equivalent
- TOGAF, SAFe or agile architecture qualification.

Shortlisting and interview criteria:

Essential:

- Educated to Degree-level or equivalent (s)
- TOGAF, SAFe or agile architecture qualification (s)
- Developed architecture principles, standards and patterns at the enterprise / macro-level (s&i)
- Own the Enterprise Scope / Solution Overview / High Level Design documentation for a project or programme (s&i)
- Experience of developing and delivering investment cases and following through into the design and delivery(s&i)
- Be able to present and explain technical solutions in a non-technical way to senior stakeholders (S&i)
- Develop the Solution Roadmap to show how the solution will be further enhanced after minimum-viable product and through to retirement(s&i).

UKRI supports research in areas that include animal health, agriculture and food security, and bioscience for health which includes research on animals, genetic modification and stem cell research. Whilst you may not have direct involvement in this type of research, you should consider whether this conflicts with your personal values or beliefs.

To enable us to hire the very best people we will conduct a full and comprehensive pre-employment check as an essential part of the recruitment process on all individuals that are offered a position with UKRI. This will include a security check and an extreme organisations affiliation check.

Polaris House is located next to Swindon Train Station and has excellent public transport links. Limited parking subject to waiting list (Swindon site only).

Employee Benefits

UK Research and Innovation recognises and values employees as individuals and aims to provide a pay and reward package that motivates staff to the best of their ability. The reward and benefit package includes a flexible working scheme, an excellent Defined Benefit pension scheme, 30 days annual leave allowance and a number of other benefits.

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e-learning, classroom training and on-the-job experiences. We encourage our employees to share their learning across teams and organisations.

Equal Opportunities

We strive to make decisions based on individual merit and ability. We welcome applications from all sections of the community and promote equality of opportunity in accordance with the Equality Act 2010. As holders of Disability Confident Employer status, we guarantee to interview all applicants with disabilities who meet the minimum criteria for the vacancy.

As this job does not fulfil the Home Office Code of Practice criterion for obtaining sponsored migrant worker status we will be unable to apply for sponsorship for anyone not eligible to work in the UK. At interview, all shortlisted candidates are required to bring with them identification documents and original documents that prove they hold or can obtain the right to work in the UK. You can check your eligibility here: <https://www.gov.uk/check-uk-visa/y>.

Online applications only. Please submit a 2 page cover letter outlining the essential criteria and experiences and a CV, ensuring that the IRC reference is included in the filename description of each document uploaded. Please note that failure to address the above criteria or submitted without a covering letter may result in your application not being considered.

If you would like to receive this advert in an alternative format (e.g. large print, Braille, audio or hard copy), are unable to apply online or do not wish to create an account but would still like to apply for a specific role, please contact us by telephone on [Show phone number](#).

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Enterprise Services Principal Technical Architect

UK Government - Home Office - Salford M5

UK Government - Home Office



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The Hosting function within the DDaT Networks and Infrastructure (N&I) Team is responsible for the provision of hosting services to enable Home Office (HO) business change across the HO estate.

We provide project management and architect / engineering design to deliver Private WAN, LAN (Fixed and Wireless) and Data Centre capability. This includes full project life cycles activities such as impact assessment / cost modelling, high level design (HLD), low level design (LLD) and implementation. We also provide specialist professional services consultancy and support, inclusive of solution design.

A Principal Technical Architect leads at the highest level, has the highest technical understanding of the broadest range of technologies used across the estate and works with the Head of Role to define technical strategy, making sure it is agreed and followed.

As a Principal Technical Architect, you will network and communicate with senior stakeholders, both technical and non-technical, across the organisation and proactively seek out opportunities for digital transformation. You will manage diverse teams across multiple locations, finding and using best practice and emerging technologies and inspiring other architects, helping them understand how to deliver the goals of the organisation.

You will be the design authority for the portfolio and will be responsible for governance, solving complex and high-risk issues and delivering architecture design. You will have a detailed knowledge of technical requirements to implement, design and manage associated technologies.

You will have a genuine interest in new technologies and bring this passion to the role to ensure the Home Office remains at the forefront of technical advances.

Responsibilities

Your main day to day responsibilities will be:

- Owning the creation and delivery of the Hosting infrastructure technical strategy for your area of work, include brokering decisions and bridging technical and business disputes by weighing up risk, complexity impact and deliverability

- Presenting recommendations for Hosting infrastructure technologies or improvements to enhance systems to support project goals clearly to senior management, based on knowledge of IT and analysis of systems' needs
- Leading the design and review processes for new solutions and services, translating technical concepts between systems engineering, delivery management and service management
- Developing and documenting the proposed technical solutions and designs for the integration and implementation of any solution, working with and across other areas of DDaT and the business
- Creating detailed plans for the integration of new infrastructure services into the existing infrastructure, considering the broader context and strategies of the organisation
- Leading the development of the architectural practice, ensuring a coherent and consistent strategy across cyber, public and private cloud, data centre, storage, network, mobile and the user experience of infrastructure.

You will also be expected to carry out the following day to day activities:

- Defining and helping shape architecture best practices, standards and reference architecture, developing design patterns, working closely with Head of Roles and the Chief Technology Office
- Analysing the existing, and future, infrastructure solutions to ensure they offer adequate security and are effectively meeting the needs of the organisation
- Leading the evaluation of the success of a project, once the solution has been implemented, identifying best practices and lessons learned
- Providing feedback to leadership and incorporating best practices and lessons learned into future integration plans

Essential skills and experience

You'll have a demonstrable passion for Technical Architecture, with the following skills or proven experience in:

- Evidencing strong technical leadership qualities, with a passion for delivering leading edge solution designs and inspiring a culture of technical excellence and innovative solution design

- Anticipating and advising on future technology changes that present opportunities for the product or programme
- Leading the complex landscapes of technologies, 3rd party suppliers (leading the supplier selection and procurement processes), internal and cross-government teams
- Leading technology teams to adhere to good engineering principles from architecture through to development
- Managing and delivering complex technology solutions within time, cost and quality targets, ensuring solutions are robust, resilient, and appropriately implemented, tested and documented
- Defining, owning and contributing to the technical roadmap and strategy
- Evidencing experience of delivering public/private cloud and data centre solutions
- Evidencing experience of delivering network, storage and compute solutions
- Delivering and advising on solutions over the delivery lifecycle from inception to service transition
- Developing key performance indicators and the supporting measurement criteria
- Analysis of service consumption and developing cost models to inform charging mechanisms

The skills listed above are reflective of the Home Office DDaT Profession Skills and Competency Model (based on the industry standard SFIA framework). Please see below for the relevant skills required for your role:

Strategy & Architecture:

- Information Strategy
- Strategic Planning (ITSP) – Level 4
- Advice & Guidance

- Consultancy (CNSL) – Level 5
- Specialist Advice (TECH) – Level 4
- Business Strategy & Planning
- Innovation (INOV) – Level 4
- Enterprise and Business Architecture (STPL) – Level 4
- Technical Strategy & Planning
- Solution Architecture (ARCH) – Level 5

Desirable Skills

Ideally you will also have the following skills or some experience in:

- Identifying process improvements and define best practice, inspiring teams to follow this
- Communicating clearly in a language which meets the needs of different users, with a good understanding of different channels and formats for different audiences and can adapt to stakeholders' reactions with flexibility
- Managing Human Resource activities, including interviewing, selection / hiring, and conducting performance assessments
- Working with scaled agile frameworks and implementations
- Having a strong preference for the leverage of commodity integrated market products wherever technical and security considerations allow
- Working DevOps frameworks and implementations

- It is desirable, but not essential, to have a BCS certificate in Enterprise and Solution Architecture

Behaviours

We'll assess you against these behaviours during the selection process:

- Seeing the Big Picture
- Making Effective Decisions
- Communicating and Influencing

Benefits

- Learning and development tailored to your role
- An environment with flexible working options
- A culture encouraging inclusion and diversity
- A Civil Service pension

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Application Architect - Senior Manager

National Crime Agency - Wakefield

National Crime Agency

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We are currently looking to recruit a G2 Application Architect. We work across the agency to build a mechanism for achieving the alignment of enterprise and solution, technology architectures to the NCA's strategic direction.

This role will focus on the application design elements of an exciting and challenging delivery of key operational capabilities within the NCA.

To be successful in this role you will have strong application architecture expertise combined with areas of deeper knowledge of technologies and practice, broad understanding of all architecture domains, and strong stakeholder and consultative skills.

As a leader in the NCA you will also:

- Lead your team or work stream effectively, through being flexible and open in thought and action.
- Communicate with transparency, involving your team members in the agency's transformation journey.
- Role model the agency's 'One NCA' vision.
- Be passionate about diversity and developing people inclusively, strengthening their ability to deliver and enabling them to grow in their roles and careers. You will actively coach and engage people, building their resilience through supporting them in their roles and enabling their wellbeing.
- Be threat led and data-driven in decision making, navigating your team members through ambiguity by making evidence and/or values-based decisions to prioritise strategically. You are proactive and ambitious on efficiencies, finding opportunities to remove duplication and standardising and simplifying where possible. Doing so, you will balance financial and people resources to deliver against changing priorities.

Responsibilities

- Provide strategic technical leadership and architectural design to drive forward the provision of capabilities and services that enable and enhance the business.
- Working to the Chief Architect, set the strategic direction for the development and maintenance of the applications strategy and roadmap to ensure these align with agency strategic direction.
- Establish and maintain architectural principles, standards, blueprints, roadmaps and transitions states that underpin all IT design and delivery in the NCA.
- Lead the work with projects to embed the architectural design gates within the overall governance process ensuring reference information is published, maintained and readily available.

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- Manage, coach and develop staff, work cooperatively with colleagues and stakeholders to promote high-performance, and manage issues relating to the performance and conduct of officers in line with NCA values.

Job Type: Full-time

Salary: £54,380.00 per year

Benefits:

- Company Pension

Schedule:

- Monday to Friday

Experience:

- aws: 1 year (Preferred)

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