

JOB DESCRIPTION

JOB TITLE:	Data Architect
GRADE:	HOS1
REPORTING TO:	Director of Technology and Digital Solutions
THEME/PRODUCT:	Connecting Data

ROLE SUMMARY

The Data Architect has overall responsibility for data strategy setting the vision for the organisations use of data, designing enterprise-level data architectures that ensure data is accurate, secure, accessible, and fit for purpose across a complex systems landscape. They are accountable for supporting and aligning to the organisation's strategies, translating requirements into robust data solutions, delivering these within a regulated environment.

As the organisation's technical authority for data and AI, this role oversees how data is collected, modelled, and utilised, identifying and addressing data gaps, resolving integration challenges, and developing data-driven use cases that enhance data quality, improve operational efficiency, and deliver better outcomes for customers.

The role delivers technical data leadership through the Technical Design Authority and, working with the Director of Technology & Digital Solutions and the Technical Lead & Enterprise Architect, delivers clear, evidence-based technology recommendations to the Executive Management Team (EMT), balancing innovation with risk, cost, and operational impact.

The Data Architect will mentor and support the data engineering team, enhancing their capabilities and driving the development of innovative, scalable, and user-friendly data services.

By building strong relationships with internal and external stakeholders, the Data Architect champions the development of data capabilities, technologies, and methodologies that ensure data is trusted, available, and used effectively by the right people at the right time.

MAIN DUTIES & RESPONSIBILITIES

Team Leadership & Governance

- Collaborate and coach colleagues to enable continuous improvement and Agile ways of working.
- Promote organisational values, fostering an inclusive and supportive environment.
- Provide technical guidance and advice to data engineering and analytics teams acting as a senior escalation point for complex architectural decisions.
- Operating within established governance frameworks, prepare and present solution designs, progress updates, and technical assurance reports to Boards and governance groups, influencing strategic direction where appropriate.
- Lead the development of data and AI strategies, ensuring they incorporate robust data governance and effective operational data management processes, while maintaining full compliance with legal and regulatory requirements.

Data Architecture and Strategy

- Design enterprise data architecture solutions, including data warehouses, data lakes and fabric architectures, ensuring alignment with organisational strategy and industry data standards.
- Ensure data is effectively structured and managed to support analytics, operational reporting, and the delivery of high-quality digital services.
- Oversee the development of conceptual, logical and physical models' data models aligned to organisational standards and customer needs.
- Evaluate how data is collected, processed, modelled, and used, ensuring that systems support high-quality, reliable data.
- Identify and resolve data gaps, integrity issues, and integration challenges to improve data quality and operational efficiency.
- Develop data-driven use cases that enable meaningful improvements to customer outcomes and organisational performance.
- Define and enforce data management standards, policies and best practices, acting as the owner of enterprise data architecture standards.
- Work closely with the data engineering team to design and optimise ETL/ELT pipelines for structured and unstructured data.

- Ensure data quality, consistency and security across platforms, setting the architectural controls that underpin these principles.
- Collaborate with business and technical stakeholders to translate data requirements into technical solutions, providing senior level challenge and thought leadership.
- Oversee data integration across cloud and on-premises environments, applying appropriate middleware and master data management (MDM) approaches and technologies.

Solution Design, Alignment & Best Practice

- Ensure data solutions follow architectural principles, technical standards, and deliver customer-focused outcomes.
- Produce clear technical design documentation aligned to enterprise architecture and data management and governance standards, ensuring alignment with the organisation's strategic architecture blueprint.
- Stay ahead of sector trends and emerging technologies, including modern data architectures such as fabric and mesh, as well as advances in machine learning and edge-based processing of IoT data.
- Embed strong design practices and promote technical excellence across teams and disciplines.

Data and AI Architecture

- Act as the organisation's subject matter expert for data and AI technologies, architecture, and methods.
- Support AI and automation initiatives by ensuring data is used securely, transparently, and in full compliance with relevant data and AI governance and standards and defining the architectural guardrails that underpin responsible AI.
- Deliver high-quality data that underpins AI solutions, ensuring they are reliable and transparent.

Governance, Compliance & Risk Management

- Ensure all data services comply with organisational policies, procedures, and governance frameworks, providing architectural assurance and risk oversight.

- Support data governance initiatives, including metadata management, data quality enhancement, and compliance processes.

Stakeholder Engagement

- Build and maintain key relationships with internal and external stakeholders, influencing the development of data capabilities across the organisation, and shaping strategic decision making relating to data architecture.
- Promote the effective use of data and upskilling colleagues in the responsible and effective use of data.
- Communicate complex data concepts in a clear and compelling manner to both technical and non-technical audiences, enabling executive level understanding and decision making.

General

- Managing health and safety issues in your area of responsibility in line with the relevant section(s) of the relevant Health and Safety Policy.
- Complying with business confidentiality and information security policies, in line with GDPR and relevant legislation.
- Live believe housing's values and behaviours, doing the right thing for our customers, our business, and our people.
- To deliver financially viable and economically effective services, seeking to gain maximum benefit from the use of resources and increasing social value.
- Your duties may vary from time to time within the broad remit of your role and grade. You are required to undertake any such reasonable and appropriate duties.

PERSON SPECIFICATION

Essential & Desirable Criteria	Method of Assessment
Qualifications	
<ul style="list-style-type: none"> Degree in STEM, Computer Science, Information Systems, or similar, or significant experience. (E) 	<ul style="list-style-type: none"> Application Form Pre-employment checks
Experience	
<ul style="list-style-type: none"> Experience of languages such as SQL, Python, Java (E) Use data policies, processes and standards (E) Experience of collaborating, contributing to and working as part of an effective team (E) Excellent communication skills to effectively translate sophisticated concepts into easily understandable language to non-technical teams (E) Experience of research, analysis and report writing (D) Experience of working in partnership with internal (and external) stakeholders to deliver excellence (D) Proven experience in designing and implementing large scale data architectures. (E) Strong SQL skills and experience with relational databases (e.g. SQL Server, Oracle, MySQL). (E) Use of ETL orchestration tools (e.g. Airflow, Talend, Synapse Pipelines). (E) Experience with data warehouse and lakehouse architectures. (E) Experience designing and maintaining data models and data flows. (E) Experience of working within data governance frameworks. (E) Experience with API integration and microservices data flows. (E) Experience of overseeing development of Salesforce, alongside Salesforce Developers. (D) Experience with cloud data platforms (AWS, Azure or GCP). (D) 	<ul style="list-style-type: none"> Application Form Interview
Knowledge	
<ul style="list-style-type: none"> Understanding of Data Management, Data Governance and Data Protection practices and issues (D) Familiarity with ETL / orchestration tools (e.g. Informatica, Talend, Airflow). (E) Familiarity with AI/ML data pipelines and tools. (D). Knowledge of big data technologies (e.g. Hadoop, Spark). (D) 	<ul style="list-style-type: none"> Application Form Interview
Skills	
<p>Deliver & Improve</p> <ul style="list-style-type: none"> Applies strong attention to detail and analytical thinking to identify system issues and opportunities for optimisation. (E) 	<ul style="list-style-type: none"> Application Form Interview

<ul style="list-style-type: none"> • Uses data and insights to recommend and implement improvements that enhance accuracy, efficiency, or user experience. (E) <p>Communicate & Collaborate</p> <ul style="list-style-type: none"> • Proactively communicates with stakeholders, translating needs into clear, actionable requirements. (E) • Builds effective relationships across teams, promoting shared understanding and smooth delivery of change. (E) <p>Adapt & Learn</p> <ul style="list-style-type: none"> • Demonstrates resilience and adaptability when facing technical challenges, finding pragmatic solutions. (E) • Embraces evolving Salesforce capabilities and new technologies to continuously enhance the platform. (E) <p>Coach & Champion</p> <ul style="list-style-type: none"> • Coaches' colleagues and champions new ways of working, helping teams adopt better processes and tools. (E) • Supports capability building by creating simple, user-friendly learning and enablement resources. (E) 	
Behaviours	
<ul style="list-style-type: none"> • Care about the basics – • You identify internal and external factors that impact our resources, stability and growth, identifying opportunities and mitigate risk • Work well together – • You are the voice of our purpose and vision. You create and consistently communicate an inspiring and engaging way forward. • Achieve great results – You identify integrated solutions, create and environment for success, challenging us to be ambitious. • Keep improving – • You prioritise the long term, anticipate issues, explore the art of the possible and use insight and new thinking to shape change. • Be at our best – You develop a culture where everyone feels able to be at their best. • Make a positive difference – You are highly visible, endeavour to remove barriers and collaborate to influence. 	<ul style="list-style-type: none"> • Interview