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Enterprise Architect (Fixed Term Appointment) (3273)

Social Security Scotland

Apply before 11:55 pm on Wednesday 18th March 2026

Reference number

450915

Salary

£60,010 - £74,820

Job grade

Grade 7
C1

Contract type

Fixed term

Length of employment

47 months

Business area

SSS - Client Services Delivery

Type of role

Other

Working pattern

Full-time

Number of jobs available

1

Contents

Location

Dundee, Glasgow

About the job

Job summary

Are you looking to begin or grow a career in IT architecture? Or perhaps you are currently working as an architect and looking for a new challenge? Social Security Scotland has an exciting opportunity for an Enterprise Architect to join the team and drive our young and growing organisation further forward, developing strategies, improving its business processes and shaping the future of its technology, all making a positive impact on our clients' lives.

This is a Fixed Term Appointment opportunity for 47 months with the possibility of permanency dependent on business requirements.

You may already be working as an analyst and looking to step up into a more senior design role, or you may be a technical architect with a desire to work on an enterprise-wide canvas. In any case you can expect to work with a friendly, dynamic, talented and self-motivated team with a great opportunity to apply your experience and ideas and make direct and tangible improvements to the services we deliver to our clients and colleagues.

The post will be based in either Dundee or Glasgow with regular travel to provide leadership across all sites as well as engage extensively with Scottish Government colleagues based in Edinburgh and Glasgow.

DDaT Pay Supplement
This post is part of the Scottish Government Digital, Data and Technology (DDAT) profession and as a member of the profession you will join the professional development system. This post currently attracts a £5,000 annual DDAT pay supplement, applicable after a 3 months competency qualifying period. The payment will be backdated to your start date in the role. Pay supplements are reviewed regularly and there is one currently underway. Changes will be communicated when the review is concluded.

Job description

Responsibilities
Enterprise Architects are leaders working across different levels within an

organisation to translate the business strategy into business change and technical delivery.

They are responsible for:

Identifying change priorities to enable rapid delivery.

Leading and influencing cross-cutting capability delivery for change.

Owning the enterprise architecture vision, strategy, and road-maps, covering current, future, and transitional states across business, technology and data.

Facilitating collaboration across the organisation.

Understanding the ecosystem and inter-dependencies, including reference architectures.

Taking a strategic view across all architectural domains, portfolios, and programmes.

Guiding decisions on business, technology, and data to promote reuse, sustainability, and scalability, maximising value and reducing risk.

Establishing architectural principles, policies, and standards.

Collaborating with stakeholders to ensure decisions align with EA strategy.

Developing the architecture community.

Conducting horizon scanning to identify industry trends and their potential organisational impact and opportunities.

Additional Duties

Engage with projects and partners to understand scope and design appropriate enterprise architectures.

Collaborate with senior stakeholders to provide direction and challenge, reaching consensus.

Identify problems proactively and translate them into understandable non-technical descriptions.

Act as the enterprise architecture expert in stakeholder engagement and scene setting.

Support domain assurance functions aligned with governance principles and standards.

Contribute to developing architecture strategies.

Deeply understand Social Security Scotland s business strategy to identify suitable solutions and road-maps.

Analyse options thoroughly to recommend appropriate approaches across environments and organisational models.

Act as a critical friend to stakeholders on best practice technology use.

Promote a culture of continuous delivery and improvement, guiding governance, digital, and organisational design.

Produce and maintain enterprise architecture deliverables throughout the project life-cycle and beyond.

Collaborate with cyber security colleagues to ensure architectures are robust, scalable and secure.

Review external technical proposals and contribute to implementation recommendations.

Work within agile, multi-disciplinary teams, applying agile methods where appropriate.

Foster an open, collaborative approach to knowledge sharing.

Contribute to the development of an enterprise practice within the wider Architecture team.

Act as a communicator between technical and non-technical audiences and stakeholders.

Person specification

Success Profiles
We use an assessment framework called Success Profiles which lists the elements we test and provides detailed descriptions of each. Find out more about the framework here.

For this post, the following Success Profile elements will be assessed:

Essential Experience

1. Enterprise architecture frameworks for managing design governance, strategic development and stakeholder communication.

2. Defining aligned business and technology strategies by means of developing and maintaining technology road-maps and architectural models.

Behaviours

Leadership (Level 4)

Communicating and Influencing (Level 4)

You can find out more about Success Profiles Behaviours here: Success Profiles - Civil Service Behaviours (publishing.service.gov.uk)

Technical/Professional Skills:
This role is aligned to the Senior Enterprise Architect job role level within the Digital, Data and Technology Profession.

These skills will be tested during the Technical Assessment if you are successful at sift stage. They will be not be assessed at application stage. Please review the following to understand the skill expectations: Enterprise Architect - Government Digital and Data Profession Capability Framework

Benefits

Annual Leave - You will receive 25 days annual leave on joining us. This will increase to 30 days after four full years of service. You will also have 11.5 public and privilege days of leave every year. We also offer Flexi-time. Any extra hours you've worked can be taken as leave when suitable.

A Civil Service Pension - This job comes with a Civil Service pension. New joiners to the Civil Service will join a career average pension scheme as standard. Read more here - www.civilservicepensionscheme.org.uk.

Healthy work life balance - We can offer the possibility of full-time, part-time, term-time, and job shares. We also encourage flexible working.

Discounts - You can enjoy a vast range of retail, travel and lifestyle discounts through our benefit scheme.

Personal support for you - Our Employee Assistance Programme gives you confidential, independent information and guidance 24/7.

Volunteering special leave - Up to six days paid special leave a year for volunteering. We support our staff to help causes important to them.

Great locations - Our bright and modern offices in the heart of Dundee and Glasgow have been designed with staff in mind. Both locations are ideal for public transport.

Things you need to know

Artificial intelligence

Artificial intelligence can be a useful tool to support your application, however, all examples and statements provided must be truthful, factually accurate and taken directly from your own experience. Where plagiarism has been identified (presenting the ideas and experiences of others, or generated by artificial intelligence, as your own) applications may be withdrawn and internal candidates may be subject to disciplinary action. Please see our candidate guidance (opens in a new window) for more information on appropriate and inappropriate use.

Selection process details

Expected Timeline (subject to change)
Sift   w/c 16th March
Interview   w/c 30th March
Location   **In Person** in either Dundee or Glasgow

To apply please submit an application form by clicking on the   Apply at Advertisers Site   button.

Feedback will only be provided if you attend an interview or assessment.

Security

Successful candidates must undergo a criminal record check.

People working with government assets must complete [baseline personnel security standard (opens in new window)](#) checks.

Nationality requirements

This job is broadly open to the following groups:

UK nationals

nationals of the Republic of Ireland

nationals of Commonwealth countries who have the right to work in the UK

nationals of the EU, Switzerland, Norway, Iceland or Liechtenstein and family members of those nationalities with settled or pre-settled status under the [European Union Settlement Scheme (EUSS) (opens in a new window)](#)

nationals of the EU, Switzerland, Norway, Iceland or Liechtenstein and family members of those nationalities who have made a valid application for settled or pre-settled status under the European Union Settlement Scheme (EUSS)

individuals with limited leave to remain or indefinite leave to remain who were eligible to apply for EUSS on or before 31 December 2020

Turkish nationals, and certain family members of Turkish nationals, who have accrued the right to work in the Civil Service

[Further information on nationality requirements (opens in a new window)](#)

Working for the Civil Service

The [Civil Service Code (opens in a new window)](#) sets out the standards of behaviour expected of civil servants.

We recruit by merit on the basis of fair and open competition, as outlined in the Civil Service Commission's [recruitment principles (opens in a new window)](#).

The Civil Service embraces diversity and promotes equal opportunities. As such, we run a Disability Confident Scheme (DCS) for candidates with disabilities who meet the minimum selection criteria.

Diversity and Inclusion

The Civil Service is committed to attract, retain and invest in talent wherever it is found. To learn more please see the Civil Service People Plan (opens in a new window) and the Civil Service Diversity and Inclusion Strategy (opens in a new window).

Apply and further information

This vacancy is part of the Great Place to Work for Veterans (opens in a new window) initiative.

The Civil Service welcomes applications from people who have recently left prison or have an unspent conviction. Read more about prison leaver recruitment (opens in new window).

Once this job has closed, the job advert will no longer be available. You may want to save a copy for your records.

Contact point for applicants

Job contact :

Name :   Resourcing Team

Email :   Recruitment@socialsecurity.gov.scot

Telephone :   08001577194

Recruitment team

Email :   Recruitment@socialsecurity.gov.scot

Further information

https://www.socialsecurity.gov.scot/working-with-us/help-with-your-application