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Principal Enterprise Architect (Ref: 14266)

Ministry of Justice

Apply before 11:55 pm on Monday 16th February 2026

Ministry of
JUSTICE

Reference number

446911

Salary

£71,381 - £85,257

The national salary range is £71,381 - £80,419, London salary range is £75,674 - £85,257. Your salary will be dependent on your base location

London: £75,674 - £93,025 (may include an allowance of up to £17,351)

National: £71,381 - £88,900 (may include an allowance of up to £17,519)

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Grade 6

Grade 6

Contract type

Permanent

Type of role

Digital

Working pattern

Flexible working, Full-time, Part-time

Number of jobs available

1

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Location

East Midlands (England), East of England, London (region), North East England, North West England, Scotland, South East England, South West England, Wales, West Midlands (England), Yorkshire and the Humber

About the job

Job summary

This position is based Nationally

Job description

Principal Enterprise Architect

Location: National*

Closing Date: 16th February

Interviews: after the 4th of March

Grade: 6

(MoJ candidates who are on a specialist grade, will be able to retain this grade on lateral transfer)

Salary (for more information, please refer to the T&Cs at the bottom):

London: £75,674 - £93,025 (may include an allowance of up to £17,351)

National: £71,381 - £88,900 (may include an allowance of up to £17,519)

Working pattern: Full-time, part-time, flexible working

Contract Type: Perm

Vacancy number: 14266

***We offer a hybrid working model, allowing for a balance between remote work and time spent in your local office. Office locations can be found [ON THIS MAP](#)**

The Role

We're recruiting for a **Principal Enterprise Architect** here at [Justice Digital](#), to be part of our warm and collaborative team. This role sits within the Office of the CTO within the Ministry of Justice, which is responsible for architecture and engineering across the MoJ and owns the newly commissioned Technical Design Authority for the department. We work in collaboration with individual business units and Arm's Length Bodies to align technology and operate platforms for the benefit of the products and teams dependent upon them.

We're establishing a dedicated Enterprise Architecture function to support the Ministry of Justice's growing and evolving needs – enabling delivery of strategic and transformational priorities, including major reform programmes such as the independent sentencing review recommendations. This is an exciting opportunity for a Principal Enterprise Architect to shape the department's architecture from the ground up, leading an end-to-end journey from strategic intent through to delivery and implementation.

As our first permanent Principal Enterprise Architect, you'll establish and lead the Enterprise Architecture profession, defining how business, application, data, and technology architectures align to support outcomes across prisons, courts, probation, and wider justice services. Reporting to the Chief Architect, you'll work in close partnership with senior leaders, Principal Architects and Digital teams across multiple portfolios, ensuring our architectural foundations are coherent, interoperable, and future-ready.

You'll set direction and standards, provide strategic architectural leadership for complex, cross-cutting initiatives, and help the department make informed investment and design decisions. You will build and lead a high-performing team of enterprise architects, work closely with delivery teams, product leaders, and technical specialists, and shape how architecture is practiced, governed, and assured across the Ministry of Justice.

This role aligns against [the Principal enterprise architect role](#) from the Government Digital and Data Framework

To help picture your life at [MoJ Justice Digital](#) please take a look at our [blog](#) and our [Digital and Technology strategy 2025](#)

Key Responsibilities

You will:

Establish and lead the Enterprise Architecture function for the Ministry of Justice, setting a clear vision, operating model, and ways of working.

Champion Enterprise Architecture as a key enabler of transformation, value for money, and long-term sustainability.

Represent Enterprise Architecture in senior governance, legal and commercial conversations.

Translate departmental strategy, policy intent, and reform priorities into coherent Enterprise Architecture roadmaps.

Support strategic investment decisions by assessing architectural options, trade-offs, risks, and dependencies.

Identify and address cross-cutting design risks and remove strategic blockers.

Define, own, and evolve Enterprise Architecture principles, standards, patterns, and reference architectures.

Coach and support architects and senior stakeholders to make good design choices.

If this feels like an exciting challenge, something you are enthusiastic about, and want to join our team please read on and apply!

Benefits

37 hours per week and flexible working options including working from home, working part-time, job sharing, or working compressed hours.

A £1k per person learning budget is in place to support all our people, with access to best in class conferences and seminars, accreditation with professional bodies, fully funded vocational programmes and e-learning platforms.

Staff have 10% time to dedicate to develop & grow.

Generous [civil service pension](#) based on defined benefit scheme, with employer contributions of 28.97% from April 1st 2024 ([Contribution Rates](#)).

25 days leave (plus bank holidays) and 1 privilege day usually taken around the King's birthday. 5 additional days of leave once you have reached 5 years of service.

Compassionate maternity, adoption, and shared parental leave policies, with up to 26 weeks leave at full pay, 13 weeks with partial pay, and 13 weeks further leave. And maternity support/paternity leave at full pay for 2 weeks, too!

Wellbeing support including access to the Calm app.

Nurturing professional and interpersonal networks including those for Carers & Childcare, Gender Equality, [PROUD](#) and [SPIRIT](#).

Bike loans up to £2500 and secure bike parking (subject to availability and location).

Season ticket loans, childcare vouchers and eye-care vouchers.

5 days volunteering paid leave.

Some offices may have a subsidised onsite Gym.

Person Specification

Essential:

Proven track record of establishing or maturing enterprise architecture capability, including defining vision, principles, and operating models.

Strong ability to translate organisational strategy, policy intent, and business outcomes into coherent enterprise architecture roadmaps

Strong understanding of architecture governance and assurance, including designing proportionate governance that enables delivery while managing risk.

Experience providing architectural leadership at senior levels, influencing decisions across organisational and professional boundaries.

Excellent communication skills, with the ability to explain complex architectural concepts clearly to technical and non-technical audiences.

Track record of building, leading, and developing high-performing technical teams, fostering a collaborative and inclusive culture.

You will hold a recognised certification in an enterprise architecture framework (such as TOGAF), or be able to demonstrate the professional

experience and commitment required to work towards achieving this within an agreed timeframe.

Willingness to be assessed against [the requirements](#) for SC clearance.

We welcome the unique contribution diverse applicants bring and do not discriminate based on culture, ethnicity, race, nationality or national origin, age, sex, gender identity or expression, religion or belief, disability status, sexual orientation, educational or social background or any other factor.

[Six Months in Building the Women in Engineering Working Group.](#)

Our values are Purpose, Humanity Openness and Together. Find out more [here](#) about how we celebrate diversity and an inclusive culture in our workplace.

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](#) and the [Civil Service D&I Strategy](#).

Person specification

Please refer to Job Description

Benefits

Alongside your salary of £71,381, Ministry of Justice contributes £20,679 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

Access to learning and development

A working environment that supports a range of flexible working options to enhance your work life balance

A working culture which encourages inclusion and diversity

A Civil Service pension with an employer contribution of 28.97%

Annual Leave

Public Holidays

Season Ticket Advance

For more information about the recruitment process, benefits and allowances and answers to general queries, please click the below link which will direct you to our Candidate Information Page.

Link: <https://justicejobs.tal.net/vx/candidate/cms/About%20the%20MOJ>

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

1. Candidates must submit **a CV and supporting statement of suitability (750 words max.)**, which describes how you meet the requirements from the essential criteria, set out below:

Proven track record of establishing or maturing enterprise architecture capability, including defining vision, principles, and operating models.

Strong ability to translate organisational strategy, policy intent, and business outcomes into coherent enterprise architecture roadmaps.

Please note, failure to provide the documents as requested for the specific role, will result in a rejection of your application.

1. A diverse panel will review your application against those requirements above.

2. Successful candidates who meet the required standard will be invited to a 1-hour panel interview held via video conference. Candidates will also be required to provide **a 5-minute presentation** during the interview stage. Details of the presentation will be sent across prior to interview.

Should we receive a high volume of applications, a pre-sift based on Proven track record of establishing or maturing enterprise architecture capability, including defining vision, principles, and operating models will be conducted before the sift.

In Justice Digital, we recruit using a combination of the **Government Digital and Data Profession Capability** and **Success Profiles** Frameworks.

During the interview, we will assess your Experience, Technical Skills and the following Behaviours:

Seeing the Big Picture

Leadership

Communicating and Influencing

Making Effective Decisions

Should you be unsuccessful in the role that you have applied for but demonstrate the capability for a role at a lower level, we reserve the right to discuss this opportunity with you and offer you the position without needing a further application.

A reserve list may be held for up to 12 months, from which further appointments may be made.

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

Security

Successful candidates must undergo a criminal record check.

Successful candidates must meet the security requirements before they can be appointed. The level of security needed is [security check \(opens in a new window\)](#).

[See our vetting charter \(opens in a new window\)](#).

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

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 :	SSCL Recruitment Enquiries Team
Email :	moj-recruitment-vetting-enquiries@resourcing.soprasteria.co.uk
Telephone :	0345 241 5359
Recruitment team	
Email :	moj-recruitment-vetting-enquiries@resourcing.soprasteria.co.uk

Further information

Appointment to the Civil Service is governed by the Civil Service Commission's Recruitment Principles. If you feel a department has breached the requirement of the Recruitment Principles and would like to raise this, please contact SSCL (Moj-recruitment-vetting-enquiries@gov.sscl.com) in the first instance. If the role has been advertised externally (outside of the Civil Service) and you are not satisfied with the response, you may bring your complaint to the Commission. For further information on bringing a complaint to the Civil Service Commission please visit their web pages: <http://civilservicecommission.independent.gov.uk/civil-service-recruitment/complaints/>

<https://www.jobtrain.co.uk/justicedigital/Job/JobDetail?isPreview=Yes&jobid=958&advert=external>

