

# Tool: Chief Enterprise Architect Job Description

Published 10 June 2022 - ID G00762131 - 3 min read

Akshay Jhawar

Initiatives: [Enterprise Architecture Function](#)

Use our sample template when recruiting a chief enterprise architect. The template Tool will help define the job overview and scope of activities, as well as the experience, skills, competencies and characteristics that are key to the role.

## When to Use

Finding, attracting and retaining enterprise architecture (EA) leaders is a challenge. Our Tool is a sample template that describes the role of the chief enterprise architect to help recruit the best candidate. We have made our job description expansive in its listing of responsibilities and other attributes. Review the job overview, scope of activities, credentials and experience, skills, competencies, and characteristics. Adjust them according to your organization's specific requirements.

## Directions for Use

### Tailor the Job Description to Your Context

Although there is no such thing as the "perfect" chief enterprise architect, our job description lists some of the ideal qualities for this role. Revise and adapt it before use. Tailor it to match the objectives and maturity of your organization's EA efforts. This customization is critical. Without it, the result will be a failed search for the "perfect chief enterprise architect," because few people have all of the qualifications and characteristics described in our sample. Do the following when tailoring our job description:

- Adapt the sample job description to the context and needs of your organization, aligned with EA's value proposition.
- Determine the right mix of business and technical skills for the role, and adjust responsibilities based on the scope and focus of the EA discipline.
- Consider existing organizational design and structures when aligning the chief enterprise architect role to the appropriate reporting line.

- Identify internal EA stakeholders and clarify collaboration opportunities and interface points with other roles that are adjacent to EA.

## Prioritize Hiring Requirements

To improve staffing efforts, prioritize your organization's specific requirements into categories:

- **Must-have skills:** The competencies, knowledge and experience that capture the required baseline expectations of the respective EA roles. Ideally, force-rank them, and tie them to the respective architect's core responsibilities.
- **Like-to-have skills:** The competencies, knowledge and experience in terms of qualifications (education, years of experience and required certifications). Use these to distinguish candidates who meet the minimum requirements.
- **Wish-to-have skills:** The competencies, knowledge and experience, such as specific industry expertise, knowledge of organizationally specific regulations, and hands-on experience with constructing EA deliverables, EA frameworks and EA-related tools. Use these to justify compensation packages.

## Evidence

The analysis in this document is based on information from a variety of sources, including:

- Conversations with users of Gartner's client inquiry service
- Interactive briefings with end-user organizations
- Gartner for Enterprise IT Leaders Peer Forums for enterprise architects
- Client EA job descriptions reviewed by Gartner analysts as part of the client document review and written response process
- J.W. Ross, P. Weill and D.C. Robertson. "Enterprise Architecture as Strategy: Creating a Foundation for Business Execution." Harvard Business School Press, 8 August 2006

## Recommended by the Authors

[Leadership Vision for 2022: Enterprise Architecture](#)

[Predicts 2022: Enterprise Architecture Enables the Evolution of Democratized Digital Organizations](#)

[Evolve Enterprise Architecture Into an Internal Management Consultancy](#)

[Enterprise Architects Combine Design Thinking, Lean Startup and Agile to Drive Digital Innovation](#)

[Maximize the EA Discipline's Effectiveness by Defining Architect Roles](#)

[Quick Answer: How Can Enterprise Architecture Support Product Management?](#)

[Toolkit: Architecture Talent Diagnostic](#)

[Enterprise Architecture Skills and Competencies That Drive Digital Business Success](#)

[Ignition Guide to Rebooting the Enterprise Architecture Practice](#)

**Disclaimer:** Unless otherwise marked for external use, the items in this Gartner Tool are for internal noncommercial use by the licensed Gartner client. The materials contained in this Tool may not be repackaged or resold. Gartner makes no representations or warranties as to the suitability of this Tool for any particular purpose, and disclaims all liabilities for any damages, whether direct, consequential, incidental or special, arising out of the use of or inability to use this material or the information provided herein.

## Document Revision History

[Tool: Chief Enterprise Architect Job Description - 4 May 2020](#)

[Toolkit: Chief Enterprise Architect Job Description - 27 June 2017](#)

© 2023 Gartner, Inc. and/or its affiliates. All rights reserved. Gartner is a registered trademark of Gartner, Inc. and its affiliates. This publication may not be reproduced or distributed in any form without Gartner's prior written permission. It consists of the opinions of Gartner's research organization, which should not be construed as statements of fact. While the information contained in this publication has been obtained from sources believed to be reliable, Gartner disclaims all warranties as to the accuracy, completeness or adequacy of such information. Although Gartner research may address legal and financial issues, Gartner does not provide legal or investment advice and its research should not be construed or used as such. Your access and use of this publication are governed by [Gartner's Usage Policy](#). Gartner prides itself on its reputation for independence and objectivity. Its research is produced independently by its research organization without input or influence from any third party. For further information, see "[Guiding Principles on Independence and Objectivity](#)." Gartner research may not be used as input into or for the training or development of generative artificial intelligence, machine learning, algorithms, software, or related technologies.