

# **Architecture & Integration**

## Job Guideline

### Reference Job:

**Global Architect**

**Professional Domain:**  
**Specialization:**

**IT**  
**Architecture & Integration**

### Mission

He/she collaborates in the definition of the global/group/zone IT roadmap and structures its main applications, integrations and technology evolutions according to the business needs, market trends, the global existing IT landscape.

### Key Accountabilities

- Identify the relevant technical platforms and application architectures required to meet the long-term business needs
- Keep abreast of the emerging trends and technologies, evaluate their business value, applicability and utility to the Group / specific business
- Develop IT vision/mission, roadmaps and policies including security and quality and develop business cases to relevant stakeholders addressing political, financial, and organizational interests
- Translate the IT master plan into an operational plan for the domain, including financial, human and material aspects
- Analyse the impact of the possible integration of new hardware/software solutions within the global architecture/landscape
- Challenge the sourcing choices in order to ensure the best compromise in terms of running cost, time, quality and efficiency
- Provide guidance and advise project scalability and technical teams on solutions and systems integration
- Provide the global cartography of the Information System and propose recommendations to optimize L'Oréal IT asset management
- Define and review KPIs, metrics and SLAs and oversee performance

### Key Professional Skills

- Demonstrate entrepreneurship: Ability to demonstrate innovative thinking, appreciating and propose new ideas and solutions, while keeping a pragmatic eye
- Decode and influence: Ability to interact effectively, demonstrate influence and conciliation leading others to embrace his/her opinion and reach a positive, accepted closure to a conflict
- Ability to manage complexity/ Acts with transversal management skills
- Ability to inspire / develop and manage a team: ensure development of expertise, know-how and support organizational changes
- Enable cooperation and collaboration: Ability develop collaborative/cooperative working, working in a team with members from different expertise, places and cultures to achieve collective goals
- Understand L'Oréal Business: Ability to understand overall business strategy, long term user/ customer needs and translate into IT Strategy
- Knowledge of IT architecture development methodologies and best practices and ability to use knowledge in various technology areas to build and deliver the enterprise architecture to meet business needs
- Understanding of Enterprise-wide IT architecture and ability to develop/design and communicate architecture policies /principles, standards, models and patterns
- Knowledge of L'Oréal Project Management Methodologies (e.g.. Agile) including approaches to define project steps and tools to set up action plans
- Knowledge of business and operation support systems applications (as applicable to specific role)
- Knowledge of group wide specific Infrastructure (as applicable to specific role)

## Job Guideline

### Reference Job:

### Domain Architect

Professional Domain:  
Specialization:

IT  
Architecture & Integration

### Mission

He/she is responsible for consulting and providing support to the Enterprise Architect through interpreting the business requirements and architecture. He/She articulates the structure of an enterprise in terms of its capabilities, governance structure, business processes, and business information related to a Business Domain

### Key Accountabilities

- Understand company's business strategy, operating vision, business imperatives, and capabilities, and how they affect technology imperatives
- Translate the IT master plan into an operational plan for the domain, including financial, human and material aspects
- Understand key challenges that sponsor and key stakeholders are facing within the Business Domain and develop business cases to relevant stakeholders addressing political, financial, and organizational interests
- Work with Enterprise Architect to define opportunities that create business value for the enterprise in the relative Business Domain.
- Define specific business solutions and structures needed to realize these opportunities.
- Work with Solution Architects to explore and define how the proposed solutions will fit into the overall enterprise architecture.
- Help define and review performance goals, metrics, and key milestones for proposed solutions
- Review prototypes, enterprise blueprints, and scope of initiatives to meet business imperatives.

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## Job Guideline

### Reference Job:

### Technology & Solution Architect

Professional Domain:

IT

Specialization:

Architecture & Integration

### Mission

He/she defines the technology direction, roadmap and standards for specific technology domain (Integration, Cloud, UX...); Creates and maintain the technology blueprint; Understands and evaluates the technology trends and vision/understand technology implications on business domain and IT landscape

### Key Accountabilities

- Create key aspects of the Business Case for a given solution with PM support
- Translate the IT master plan into an operational plan for the domain, including financial, human and material aspects
- Ensure the application design at project/ programme level is aligned with the technology architecture standards
- Maintain a catalogue of Technology Solutions and reusable common components
- Define and review KPIs, metrics and SLAs and oversee performance maintaining application architecture standards required to operationalize business needs for a new service
- Operationally, provides project teams with support & expertise on technology matters
- They can be part of the Enterprise Architecture Team or working in various Delivery Projects

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## Job Guideline

### Reference Job:

### Infrastructure Architect

Professional Domain:

IT

Specialization:

Architecture & Integration

### Mission

He/she ensures that infrastructure services and initiatives in project management services are aligned with the L'Oreal IT PMO, business strategy and priorities: setting the overall infrastructure strategy, managing the demand and driving the service catalog evolution to address the requirements.

### Key Accountabilities

- Translate the IT master plan into an operational plan for the domain, including financial, human and material aspects
- Own/maintain infrastructure architecture roadmap and evaluates infrastructure roadmap implications on significant demands
- Define and review KPIs, metrics and SLAs and oversee performance
- Drives inputs for the infrastructure service catalog evolution : Perform high level infrastructure design for strategic projects; Provide guidance to infrastructure engineering teams; Coordinate with all other infrastructure teams (global, regional) on joint design; and monitor project portfolio and delivery for his/ her scope

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## Job Guideline

### Reference Job:

### Integration Architect

Professional Domain:

IT

Specialization:

Architecture & Integration

### Mission

He/she develops, validates and maintains real-time, batch and file integration as well as business process management workflow solutions to support the technical leader in architecture

### Key Accountabilities

- Understand the Enterprise-wide IT architecture and develop/design integration solutions
- Keep abreast of the emerging trends and technologies, evaluate their business value, applicability and utility to the Group / zone / specific business
- Translate the IT master plan into an operational plan for the domain, including financial, human and material aspects
- Define technical specifications and identify functionality gaps
- Architect and develop prototypes and demonstrate various alternatives to functional and business users
- Develop unit, integration and system test plans and scripts
- Define and review KPIs, metrics and SLAs and oversee performance
- Resolve defects discovered during all phases of interface and system development and maintenance
- Generate short and long term performance reports and communicate project progress to all relevant parties (Resource tracking, milestone tracking, budget tracking)
- Cross-prioritize across demands, IT initiatives, projects & CRs and assess the interdependencies between multiple IT initiatives (technical and business)

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