

MANCHESTER
1824

The University of Manchester

Candidate Brief

Director – Enterprise and Business Architecture

IT Services

The University of Manchester

October 2025





The University of Manchester is committed to creating an environment where diversity is celebrated and everyone is treated fairly, regardless of sex, gender identity, disability, ethnicity, religion or belief, sexual orientation, marital or transgender status, age, or nationality.



Introduction

Thank you for your interest in this role at The University of Manchester. The University has a rich heritage of discovery, social change and a pioneering spirit, which has been at the heart of what we do since 1824. We were founded to make a positive impact on the community we serve, and over the past 200 years, we have consistently delivered on the vision of our founders.

The University is a world-leading research and teaching institution with a wide range of IT systems and platforms, serving more than 75,000 stakeholders worldwide. This is a truly diverse global community collectively recognised across the world for excellence in teaching, research and impact. This scale brings with it enormous potential, and also a responsibility to act to address some of the most pressing challenges facing humanity. This responsibility is what motivates us to continue pushing boundaries across our mission.

The Director – Enterprise and Business Architecture (EBA) is a strategic leadership role responsible for developing, governing, and championing the Enterprise Architecture capability across the University. Your work will enable the University's Manchester 2035 ambitions by aligning business and digital strategy with sustainable, scalable and innovative architectural solutions. This role is the institutional lead for enterprise-wide architectural coherence, playing a critical role in digital investment decisions, future-state operating models, and major programme design. As a senior leader within the Evolve Programme, you will ensure enterprise architecture actively supports transformation priorities across education, research, and professional services.

As a senior member of the IT divisional leadership team, we are looking for a professional who is values-led; who blends authentic, emotionally intelligent leadership with technical expertise; and has a proven ability to deliver strategic transformation within a large and complex organisation.

In such a multi-layered, multi-faceted and multi-stakeholder setting, your professional judgement, insight and ability to influence strategic direction will be key to your success.

Best wishes,



PJ Hemmaway, Director of IT



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About the University

The University of Manchester is recognised globally for its pioneering research, breadth of teaching and learning, and for our commitment to social responsibility. The world's big challenges demand urgent action – we're working across boundaries and disciplines to create healthier, more equal futures; helping to eradicate poverty; ensuring energy supply for future generations; and protecting our planet for the years to come.

In 2024, we've been celebrating our bicentenary: 200 years of education and innovation. This milestone event is an exciting time to reflect on the past, recognising our key discoveries, pioneering ideas and world firsts while looking forward to what our third century could bring.

Our history

The University of Manchester was the first and most eminent of England's civic universities. Our earliest roots can be traced back to 1824 with the formation of the Manchester Mechanics' Institution, founded as part of a national movement for the education of working men, and with the creation of the Manchester Royal School of Medicine.

The University of Manchester, in its present form, was created in 2004 by the amalgamation of the Victoria University of Manchester and the University of Manchester Institute of Science and Technology (UMIST).

We have a rich history of attracting brilliant minds to the University, with 26 Nobel laureates among our current and former staff and students, including Ernest Rutherford, Arthur Lewis, and most recently, Andre Geim and Kostya Novoselov.

The present

Part of the prestigious Russell Group of UK universities, The University of Manchester is one of the UK's largest single-site higher education institutions with a broad disciplinary base across STEM and the arts and social sciences. We operate at scale with an annual turnover of £1.35 billion, a significant ongoing capital investment programme and more than 500,000 alumni.

The University is a truly global institution, with a reputation for education and innovation that resonates across the world. We are consistently ranked among the top universities in the world across all significant international rankings.

We are the most popular university in the UK for UCAS applications and have around 17,000 international students in our total student community. Our students come to live and study in Manchester and learn to be global citizens. They are attracted by our powerful sense of place, our academic ranking, the diversity of our courses, the impact of our social responsibility and by the city's rich cultural and sporting heritage.



The city of Manchester and the region

Manchester is the original modern city, responsible for pioneering events and movements that shaped the past and continue to influence the world as we know it today. The Industrial Revolution powered by canals and steam had its origins here – alongside it came fundamental societal developments such as trade unionism, the cooperative movement and the suffragettes.

The University is a proud Manchester institution – inspired by its revolutionary history, we act courageously and challenge assumptions to create the exceptional.

We are an anchor institution: critical to the economic, social, cultural and environmental wellbeing of the city and our region. The University is committed to its local community, and we recognise the importance of our civic role. In collaboration with Manchester Metropolitan University, Royal Northern College of Music, University of Bolton and the University of Salford, we have developed a joint Civic University Agreement with the Greater Manchester Combined Authority (GMCA) and its ten local authorities to drive social and economic change in the city-region.

We make a significant contribution to the city and region's cultural credentials, with our own Manchester Museum, John Rylands Research Institute and Library and the Whitworth among the city's cultural landmarks, and the iconic Lovell Telescope just a short drive away at our Jodrell Bank Discovery Centre.

Manchester has been ranked as the top UK city to live in (*The Economist's* Global Liveability Index 2022) and in 2021, the city was ranked in the top three of *Time Out's* World's Best Cities.

It's a cosmopolitan city, and its cultural life is internationally renowned. There are three outstanding professional theatre companies, the concert halls of the Hallé and BBC Philharmonic orchestras, HOME, and Europe's fastest-growing Chinatown.

Among developments enriching the area's cultural life are the Lowry Centre and MediaCityUK at Salford Quays, the Bridgewater Concert Hall, the refurbished City Art Gallery, and the Imperial War Museum North, designed by Daniel Libeskind, in Trafford.

Global rankings and reputation

The University is a truly global institution, with a reputation for education and innovation that resonates across the world. Today, we are ranked:

- 34th in the world (QS World University Rankings 2025).
- 93% of the University's research activity was assessed as 'world-leading' (4*) or 'internationally excellent' (3*) (Research Excellence Framework 2021).
- 1st in the UK and Europe and 2nd in the world for social and environmental impact (*Times Higher Education* Impact Ranking). We are the only university to consistently rank in the global top 10 since the ranking's inception.

International businesses, charities, governments, and universities turn to Manchester for its expertise – from leading the European renaissance in industrial biotechnology to broadening access to cancer services in India, helping more than 5,000 children with leukaemia receive treatment.

More than 170 student nationalities come together on campus, making Manchester one of the world's most international universities.

Learn more about our [rankings and reputation](#).





Strategic plan

Manchester 2035

Manchester 2035 is a bold new strategy that will shape our direction for the next decade. It's about all of us – students, staff, alumni and partners – coming together to shape our ambitions and take on the challenges of the future.

Through collaboration, we'll consider who we want to be and how we get there, creating a joint plan that reflects our aspirations and benefits the communities we serve.



Equality, Diversity and Inclusion

From our beginnings nearly 200 years ago as England's first civic university, we've sought to break down barriers and improve lives. At The University of Manchester, we celebrate our diversity and the diversity of the communities we serve.

Our ambition is to be an inclusive place to work and study, one that is characterised by equity, diversity, and a sense of belonging for our community.

Our vision is to be recognised by staff, students, alumni, and our partners as an inclusive organisation. We will do this by creating an outstandingly inclusive place to work and study that is characterised by equality, seeing the value of diversity and where all have a sense of belonging.

We are committed to meeting and exceeding our obligations under current legislation and by doing more, we build on Manchester's existing reputation for its rich diversity and ensure we equip all our staff and students with the knowledge to sustain and enjoy a fully inclusive study and work environment. Recognising, embracing and valuing difference leads to improvements for all.

We recently appointed a new Executive Director of EDI to lead our work in this area. We are proud to employ a workforce that reflects the diverse community we serve.

Download our [Equality Information Report 2024](#).

Watch [We Belong](#), a short film about our commitment to international and local inclusivity and diversity, featuring our students and staff.



University Leadership

Leadership

President and Vice-Chancellor,
Professor Duncan Ivison

Registrar, Secretary and Chief Operating Officer,
Patrick Hackett

Vice-President for Research, Professor Colette Fagan

Vice-President for Teaching, Learning and Students,
Professor Jennifer Hallam

Vice-President for Social Responsibility,
Professor Nalin Thakkar

Vice-President and Dean of the Faculty of Science and
Engineering, Professor Sarah Sharples

Vice-President and Dean of the Faculty of Humanities,
Professor Fiona Devine

Vice-President and Dean of the Faculty of Biology, Medicine
and Health, Professor Ashley Blom

Vice-President, Regional Innovation and Civic Engagement,
Professor John Holden

Chief Financial Officer, Carol Prokopyszyn

Executive Director of People, Eleanor Morrissey

The senior officers are supported by a number of associate vice-presidents, who are responsible for leading on cross-cutting, thematic priorities.

Our Chancellor, Nazir Afzal OBE, is the ceremonial head of the University and presides over meetings of the General Assembly and over degree congregations.

Detailed biographies of the [University's senior officers](#).

Governance

The University of Manchester's governance structure and constitution have been developed so that they hold true to the ethos, principles and requirements of good governance in higher education.

Governance is the responsibility of the following authoritative bodies:

Board of Governors

The Board of Governors is the University's governing body. Chaired by Philippa Hird, and with 23 (mostly Lay) members, it has ultimate responsibility for the University's overall strategic direction and for the management of its finances.

General Assembly

A two-way channel of communication through which the University presents its achievements to its broader constituencies and receives feedback and advice on matters relating to University business. It has around 100 members.

Senate

The University's principal academic authority. The Senate is responsible to the Board of Governors for the promotion of research and for monitoring standards in teaching.

Directorate of IT Services

Our purpose

To support our University's students and colleagues by revolutionising processes with cutting-edge digital solutions. We strive for service excellence by efficiently managing resources, maximising value, and anticipating demand. Through a risk-based approach and strong partnerships, we will improve experiences with innovative, people-centred products and services.

Our vision

To drive a dynamic digital presence that transforms the experience for our University community of students and colleagues. To deliver seamless, intelligent and trustworthy digital innovations that propel us forward.

Our goals

- **Digital solutions:** Enhancing digital workflows through AI and data-driven strategies.
- **Service excellence:** Driving service excellence through innovative IT solutions and resource stewardship.
- **IT security and identity management:** Enhancing IT security and compliance through risk-based information management.
- **Innovation and partnerships:** Enhancing innovation through strategic partnerships and collaboration.
- **People:** Empowering our people through engagement, motivation, and inclusive practices.

People first

An important enabler of our goals is our work around People and Culture.

We want to build and develop an inclusive values-based culture within IT Services that puts our people at the heart of what we do – our staff, our service users and our partners. Although technology is important it will be through the engagement, development and empowerment of our people that we will meet our goals and ultimately deliver for the University. Our People and Culture Plan demonstrates commitment to driving forward positive change – it has five focus areas:

1. Inclusive values-based culture
2. Effective leadership and management
3. Positive engagement and community
4. Recognised performance and development
5. Prioritised wellbeing

Structure

Our direction in IT Services aligns closely with the Professional Services (PS) vision and priorities of the wider University.

The Directorate of IT Services is made up of a number of divisions and sub-division as follows:

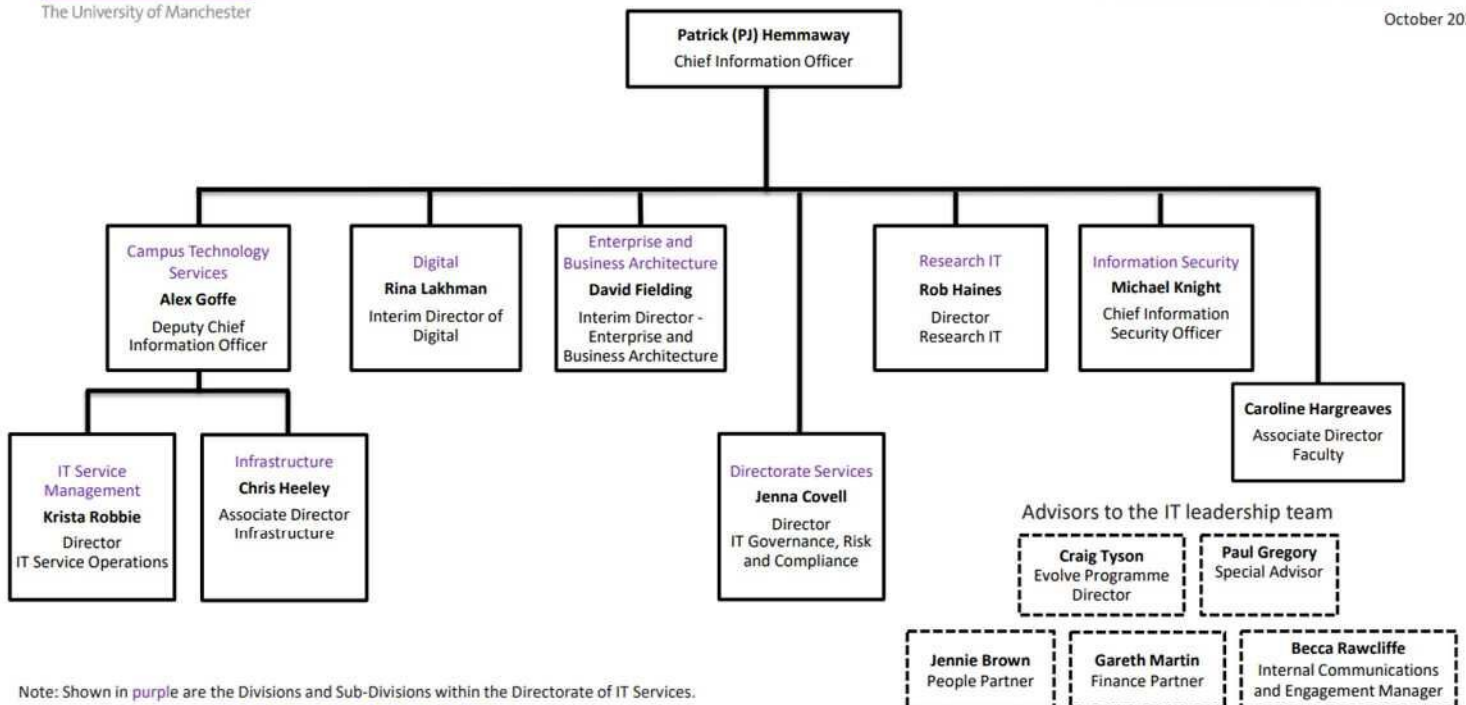
- Campus Technology Services
 - IT Service Management
 - Infrastructure
- Digital
- Directorate Services
- Enterprise and Business Architecture
- Information Security
- Research IT

Each area is led by a member of the IT Senior Leadership Team.



Directorate of IT Services IT Senior Leadership Team (ITSLT)

October 2025



Note: Shown in purple are the Divisions and Sub-Divisions within the Directorate of IT Services.
For more information visit: www.itservices.manchester.ac.uk/aboutus



The role

Overall purpose

The Director – Enterprise and Business Architecture (EBA) is a strategic leadership role reporting to the Chief Information Officer. The postholder will be responsible for developing, governing, and championing the Enterprise Architecture capability across the University. Their work will enable the University's Manchester 2035 ambitions by aligning business and digital strategy with sustainable, scalable and innovative architectural solutions.

This role is the institutional lead for enterprise-wide architectural coherence, playing a critical role in digital investment decisions, future-state operating models, and major programme design. The postholder will collaborate closely with the Business Design Authority (BDA), Technical Design Authority (TDA), and broader governance bodies to ensure robust oversight of design principles, technology standards, and long-term technology planning. They will be a senior leader within the Evolve Programme and will ensure enterprise architecture actively supports transformation priorities across education, research, and professional services.

Key responsibilities, accountabilities and duties

Enterprise architecture strategy and governance

- Owns and evolves the University's enterprise architecture framework and reference models across business, data, application, and technology domains.
- Leads the creation of the target state architecture and transitional roadmaps aligned with institutional priorities, such as AI readiness, ERP transformation, and Future Foundations.
- Chairs and/or plays a leading role in the Technical Design Authority (TDA) and Business Design Authority (BDA), ensuring architectural rigour, traceability, and integration across decision-making processes.
- Establishes enterprise-wide standards, patterns, and principles to guide technology investment and solution design.
- Oversees compliance reviews to assess adherence to architectural standards and intended business outcomes.
- Embeds enterprise AI considerations into all architectural domains, ensuring new and evolving solutions are AI-ready.
- Partners with data governance, cyber, and service owners to enable responsible and ethical AI integration.
- Supports the development of policies, controls, and solution design guidance that enable automation, machine learning, and intelligent systems as part of the digital fabric of the University.

- Ensures the EBA function actively contributes to the University's Enterprise AI strategy, including readiness assessment, capability design, and ecosystem alignment.

Strategic alignment and engagement

- Advises University executive leadership on the impact of digital trends and emerging technologies (e.g., AI, automation, cloud, digital twin, etc.) on institutional strategy and capabilities.
- Works with the CIO and key stakeholders to prioritise architecture-driven value, embedding architecture into business planning and portfolio governance.
- Partners with the Head of Business Architecture and Analysis to ensure strong alignment between enterprise strategy, business capability modelling, and service design.
- Collaborates with Heads of Engineering, Infrastructure, Research IT, Cybersecurity, and Data Governance to ensure coherence and integration.

Leadership and team development

- Builds and leads a high-performing EBA function, developing architecture capability and career pathways across domains.
- Provides coaching and leadership to Solution, Enterprise, Business and Technical Architects in a matrixed environment.
- Cultivates a learning-oriented and inclusive culture, ensuring diversity of thought and practice in design processes.
- Promotes strong architecture community practice through tooling, templates, knowledge sharing, and quality assurance.

Operational management

- Supports strategic procurement and vendor engagements through architectural assessments and alignment.
- Supports major initiatives and programmes (e.g., ERP, CRM, IAM, AI Services) with architectural leadership and challenge function.
- Identifies and mitigates architectural debt, working with delivery teams to balance pace with long-term sustainability.
- Leads maturity assessments and continuous improvement of the architecture function.

IT Services responsibilities, accountabilities and duties

- The role holder will be expected to demonstrate a commitment to the IT Services Practice Charter and the University's values.

Person specification

| | |
|---|---|
| Experience/education/qualification background: | <ul style="list-style-type: none"> • Extensive experience in Enterprise Architecture in a complex, federated organisation, ideally in higher education or public sector. • Strong knowledge of architecture frameworks and standards (e.g., TOGAF, BIZBOK, ArchiMate). • Proven experience leading architectural governance at strategic level, including running design authorities and engaging senior executives. • Experience of shaping major programmes through early-phase architectural input (e.g., ERP, digital transformation, cloud migration). • Demonstrated ability to lead multi-disciplinary teams and influence across professional domains. <p>Desirable qualifications: TOGAF certified, ITIL v4, Lean Six Sigma, Cloud certifications (e.g., AWS/Azure), MBA or equivalent leadership training.</p> |
|---|---|

| Competency (Professional, technical or behavioural) | Level | Essential | Desirable |
|--|--------------------|-----------|-----------|
| Inclusive leadership: Able to encourage and inspire others to act inclusively; to engage and value the diversity of thought and background within and beyond their teams; and practice an inclusive approach. | Expected behaviour | X | |
| Enterprise architecture frameworks, methodologies and design: The ability to apply different architectural frameworks and methods as appropriate in practice. Create | Expert in | X | |

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| tangible and comprehensive designs that model complex systems and identify appropriate solutions and technologies. | | | |
| Cloud/virtualisation: The principles and application of cloud/virtualisation (including ownership, responsibilities and security implications). Use of tools and systems to manage virtualised environments. | Expert in | X | |
| Infrastructure architecture: The frameworks and principles on which networks, systems, equipment and resources are based, both on-premises and cloud-based. | Expert in | X | |
| Stakeholder engagement: Establishing relationships, analysing perspectives and managing stakeholders from a variety of backgrounds and disciplines. Adapting stakeholder engagement style to meet the needs of different audiences. The identification of key business stakeholders and an assessment of their level of power and interests, and their perspectives to inform the way(s) in which they should be considered and managed. | Expert in | X | |
| National/international standards: Current and emerging standards associated with IT practice nationally and internationally, published by authorities such as IEEE, IEC, BSI, ISO. | Proficient in | X | |
| Information architecture: Methods, techniques and technologies for acquiring, securing, processing and using data and information within and beyond an organisation. | Proficient in | X | |

Appointment process

Hays Technology is acting as an employment advisor to the University of Manchester. An executive search process is being carried out by Hays Technology in addition to the public advertisement.

How to apply:

Please submit a formal application via our dedicated recruitment microsite using the link below. You will be required to submit an up-to-date CV and covering letter, detailing why you feel you are a suitable candidate for the post, your motivations for applying and why you want to work for the University of Manchester.

Recruitment microsite: <https://microcontrib.hays.com/web/manchester-university/>

Should you wish to discuss the role in strict confidence, please contact Mark Hamilton on +44 (0)7738 200 923 or mark.hamilton@hays.com

The closing date for applications is on **Sunday 9th November 2025**.

Equal opportunities:

As an equal opportunities employer we welcome applicants from all sections of the community regardless of gender, ethnicity, disability or sexual orientation. As Black, Asian and minority ethnic candidates are currently under-represented at this level at the University, we would particularly welcome applications from individuals in minority ethnic groups. All appointments will be made on merit.

Our University is positive about hybrid and [flexible working](#). Blended working arrangements may be considered.

All candidates applying for the role will be required to complete an Equal Opportunities Monitoring Form. This will assist us in monitoring selection decisions to assess whether equality of opportunity is being achieved. Information collated from the Equal Opportunities Monitoring Form will not be used as part of the selection process and will be treated as strictly confidential.

Personal data:

In line with GDPR, we ask that you do not send us any information that can identify children or any of your sensitive personal data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation.

Following this notice, any inclusion of your sensitive personal data in your CV or application documentation will be understood by us as your express consent to process this information. Please also remember not to mention anyone's information or details (such as referees) who have not previously agreed to their inclusion.

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