

<b>Business Area:</b>	Enterprise Data (part of Enterprise Technology)
<b>Location:</b>	1 London Wall Place
<b>Reporting to:</b>	Head of Enterprise Data
<b>Job title:</b>	Enterprise Data Architect

## **Who we're looking for:**

We're after an experienced data architect to guide and shape our business in the effective production and consumption of our data. You have been a Data Architect in previous roles and are able to apply an enterprise lens to our data challenges. You will understand enterprise architecture and data management principles and practices in equal measure and should be able to demonstrate a track record of delivering significant data programmes in other organisations.

You'll be an effective leader, capable of creating clear actionable strategies to improve our data management efforts, great at bringing groups of people together to remove impediments, and you'll be an approachable and inclusive leader who thrives on seeing the people under your care achieve.

You'll need to be a great communicator, able to explain your thinking clearly to both technical and non-technical staff. You'll put collaboration at the heart of your approach, inviting input widely and making sure all voices are heard, and you'll need to be able to gain the respect of your colleagues quickly.

## **About Schroders**

We're a global investment manager. We help institutions, intermediaries and individuals around the world invest money to meet their goals, fulfil their ambitions, and prepare for the future.

We have around 5,000 people on six continents. And we've been around for over 200 years, but keep adapting as society and technology changes. What doesn't change is our commitment to helping our clients, and society, prosper

## **Technology at Schroders**

Schroders Global Technology function is organised into a number of teams, distributed across Schroders' global offices, with Technology hubs in London, Zurich, Luxembourg, Singapore and New York.

The software development and technology change function is split between 4 domains: Asset Management Technology (comprising Data, Distribution Technology, Operations Technology, Private Assets Technology and Product Technology); Corporate Technology; our Digital practice and our Wealth Technology domain. In addition there are teams which operate as shared services to Technology namely Infrastructure Production Services (production support, release and access control), Information Security, Enterprise Technology and the GTC

Management Office in which sit our Business Management teams (change management, assurance and reporting) and our Chief of Staff.

Our application estate comprises mainly commercially-available off-the-shelf software packages best suited to Schroders' operational needs, complimented by a number of internally-developed proprietary systems to support the specific needs of the clients and products that our colleagues support.

The Global Technology vision is to ensure a stable operating environment that can function at multiple speeds, that focuses on value delivered to our external and internal customers. With a culture of excellence through collaboration, innovation and continuous improvement, Global Technology enables Schroders to deliver the best outcomes for clients and shareholders.

In order to ensure that the emergent technology needs of our clients, regulators and internal stakeholders are able to be met quickly and effectively Schroders has implemented agile working practices within Global Technology. So that this is achieved without compromising the stability and security of the platform, Schroders Global Technology is implementing a bespoke agile operating model, based on the SAFe methodology, which ensures that technology support and infrastructure is unaffected and the requisite governance and control is in place.

## Enterprise Technology

You will be part of the Enterprise Technology function at Schroders. Enterprise Technology has five main functions:

- An Enterprise Architecture function which owns the overall strategic application landscape, central patterns and architecture runway;
- An Enterprise Cloud function which is driving our journey to cloud, leading our central cloud enablement teams and delivering a group cloud strategy and roadmap in conjunction with key GTC and business teams;
- An **Enterprise Data** function, encompassing data governance and architecture, which brings together the business and technology initiatives to deliver a common data vision for Schroders and to provide the architectural roadmap to realise it; and
- An Enterprise Software Delivery function which creates and embeds best practice and matures our overall capability, defining and gathering metrics and KPIs to provide feedback on performance and help target improvement;
- An Enterprise Software Engineering function which focuses on the development of a group-wide engineering culture that prioritises reliable, predictable, and sustainable software delivery.

We are a friendly, supportive and collaborative team who work in partnership with all other functions across Global Technology (GT).

## The team

You'll be part of the Enterprise Data function within Enterprise Technology. This function exists to drive the way Schroders sources, manages, stores and consumes high-quality data to provide business value. Enterprise Data applies the enterprise lens to all data initiatives, from data governance, to master data management and metadata management. The team own the Group-wide logical data model, the data governance practice and are responsible for creating and driving the data strategy.

## What you'll do

- You'll work closely with the Head of Enterprise Data across all of our function's activities, and take a key role in decision making, and defining the organisation's data strategy.
- Own the enterprise view of our data architecture:
  - Architect data flows into and out of enterprise boundaries by designing scalable and low-maintenance integration workflows, utilising integration patterns and data sharing platforms implemented by the Enterprise Architecture function.
  - Support performance and scalability needs for data storage and analysis/persistence layer optimization for all applications.
  - Create enterprise patterns that promote easy access to company data assets across a complex, multi-cloud application and system landscape, leveraging the integration patterns and data sharing platforms implemented by the Enterprise Architecture function.
  - Provide assistance to the data governance function to ensure good data quality practices are considered in all new designs.
  - Work with our business and technology partners in identifying and prioritising use-cases.
  - Participate in the architecture governance design forums to ensure alignment to data strategy.
- Own the strategic roadmap for our Group Data Model:
  - Analysis and design on the enterprise data model, including domain data models, data lakes, modeling for various operational requirements.
  - Work with a team of distributed data modellers on turning a logical model into a physical model to ensure adherence to our Group Data Model
  - Actively participate in design and data model reviews providing constructive feedback to platform owners.
- Provide strategic guidance to our team of Solution Architects with respect to master data and metadata management best practices in alignment with our data strategy.
  - Contribute to data governance council groups, consisting of senior business and technology leaders, to ensure enterprise-wide thinking is applied to all master data management, metadata and lineage initiatives.
  - Work in co-ordination with Business Process Owners, Data Owners and Data Stewards to help drive consistency in the management of our data.
  - Work with your peers in the data governance team to ensure a constant approach to governance of master data and ensure that effective metadata management is baked into all business processes from the outset.

- Align our business and technical architects:
  - Run design forums that encourage business and technical architects in how to use our logical model during physical modelling activities.
  - Work with technical architects on patterns for integration of good data management practices into our solution architecture.
- Own data management roadmaps, contribute to others:
  - Own the data management roadmap for metadata and lineage to cover the roll out of new business processes in metadata management.
  - Review technology roadmaps for metadata and lineage tooling, product selection, rollout, ensuring adoption of capability.
  - Also, contribute to the governance roadmap and be an active member of the governance community.

## **The knowledge, experience and qualifications you need**

- Experience delivering enterprise data solutions and maintaining end to end data architectures
- Experience with conceptual, logical and physical data modelling
- Wide, detailed, and up-to-date experience of data management methodologies, with a particular focus on master & metadata management.
- Working knowledge of AWS and/or Azure data technologies
- Understanding of data consumer visualisation tools (Power Bi/Tableau)
- Relational, noSQL and Graph databases.
- Data integration methodologies (CDC, messaging, API)
- Some experience of event driven architectures would be beneficial
- Good leadership experience, at individual team level and working across global teams and organisational boundaries
- Building and leading successful teams, recruiting the right people, and retaining them through creating a great collaborative environment and a focus on personal development
- Good experience of creating actionable strategies, with clear outcomes, and continuous measurement of progress
- Agile delivery experience, especially around discovering requirements, and breaking those down into features and stories
- Excellent written and spoken English, and good communication skills to help manage relationships with stakeholders of all levels
- Ability to produce and communicate effective and insightful thought leadership on technical and non-technical topics
- Experience in asset management and/or Financial Services would be desirable.

## **What you'll be like**

- You'll enjoy working across teams with many differing outlooks and opinions.
- A careful listener, you'll be able to remain friendly and positive when under pressure

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- You'll be someone who shows initiative and thrives in a fast-paced and time-critical business environment
- You'll be self-motivated and passionate about promoting data excellence across Schroders
- An excellent communicator, both verbally and in writing, to people at all levels of technical understanding.
- A coach and sounding board who is friendly, approachable, and takes time to understand others' views
- A collaborative and inclusive leader who seeks input widely and ensures everyone's views are heard
- Down-to-earth, honest, straightforward, and able to stand your ground without being confrontational
- Someone who naturally holds themselves accountable, demonstrates integrity and deals fairly with everyone
- A keen technologist who follows the latest trends, technology, and data management tools and approaches.

## **We're looking for the best, whoever they are**

Schroders is an equal opportunities employer. You're welcome here whatever your sex, marital status, ethnic origin, sexual orientation, religious belief or age.