

# ROLE PURPOSE: Systems, Data and Integration Architect



## Our Vision

We see a world in which no person is needlessly blind or vision impaired.



## Our Purpose

We are determined to deliver Fred Hollows' vision of preventing blindness and restoring sight.

We work around the world so that no one is left behind, and in Australia we work tirelessly to ensure that Aboriginal and Torres Strait Islander people can always exercise their right to sight and good health.

Our priority is to work with communities to improve their own eye health. We do this through life-changing surgeries and treatments, training doctors and health workers, generating new ideas, and pushing for change at all levels – from local to global.

**At The Fred Hollows Foundation we offer a career where your talent and energy will help many see tomorrow.**

## How we value your contribution:

### Remuneration package

We aim to provide an overall remuneration package that is attractive and fair. Our global remuneration framework ensures we align to local pay, employment conditions and laws, and we benchmark against the local market to ensure we offer competitive employment conditions that are appropriate to our sector.

### Salary packaging

We qualify as a health promotion charity so the Australian Taxation Office (ATO) allows us to reimburse you for personal expenses without having to pay any income or fringe benefits tax that would normally be payable. These tax concessions are in addition to the income Tax Free Threshold.

### Leave

You will have access to 20 days of paid annual leave each year (pro-rated for part-time employees) and receive 17.5% leave loading when you take annual leave. You will also receive 5 days paid leave between the Christmas and New Year period and other types of leave such as personal (sick or carers') leave, paid parental leave, long service leave and compassionate leave. In addition, we provide culturally significant leave for employees with commitments under Indigenous and other cultural customs, traditional laws or religions.

### Paid parental leave

We provide 14 weeks paid parental leave for primary carers at full pay and 4 weeks paid parental leave for non-primary carers, In addition, upon receipt of notification from the Family Assistance Office, primary carers may access 18 weeks paid parental leave at the statutory rate.

### Performance & development

Our performance and development framework enables you to work closely with your manager to plan, manage, and review your performance throughout the year. This approach also enables you to discuss development opportunities and areas for growth.

### Learning & development

Our approach to learning and development will enable you to have the information, skills and knowledge needed to do your job and we provide targeted learning and development opportunities to our Aboriginal and/or Torres Strait Islander people as required. We build the capacity of our people and support you with on-the-job experience, coaching and formal learning.

### Leadership

Leadership is a key priority for us. We have customized leadership programs for leaders at all levels that are focused on supporting our people to be inspired, empowered and to make an impact in their work so that together we can achieve our vision.

### Study support

We are proud that so many of our people are tertiary educated and we are committed to supporting tertiary education that is relevant to your work through our global study assistance program, which includes financial support and study days. We actively encourage our Aboriginal and/or Torres Strait Island people to apply for study support.

### Recognition

Our recognition program has been designed to recognize and acknowledge our people who live our values of Integrity, Collaboration, Empowerment and Action, in everyday activities. We recognize our people in three ways: Peer-to-peer, manager recognition, as well as length of service.

### Flexible work arrangement

You will have access to flexible work arrangements. We encourage a spirit of mutual flexibility, enabling discussions between you and your manager about maintaining work-life balance.

### Equal Opportunity, Anti-Discrimination and Reasonable Accommodation for Persons with a Disability

We provide equal opportunity in employment to people without discrimination based on personal characteristics, which includes: age, breastfeeding, disability, employment activity, gender identity, marital status, physical features, pregnancy, race etc. Reasonable accommodation can be made to allow persons with disabilities to work safely and productively.

### Health & safety

We are committed to supporting your health, safety and wellbeing. We have worker Health & Safety Representatives in each of our offices to assist in making your workplace safe.

### Employee Assistance Program

You and your family will have access to free external, professional and confidential counselling assistance if you need help with personal, family or employment related matters.

## To work in the Foundation you will:

- Be eligible to work in Australia and other regions where you will be based
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions which are identified as working with children.



Role purpose defines the broad accountabilities of the positions, which may change based on organisational need.

Please refer to divisional, team and individual work plans for more specific details

## ROLE PURPOSE

**Role Title:** Systems, Data and Integration Architect

**Division:** Business Operations

**Location:** Sydney

**Date:** May 2022

**Employment type:** Full time, Permanent

**Reports to:** Head of Business Systems & Integration

**Number of direct reports:** Nil

**Leadership Band:** Leads Self

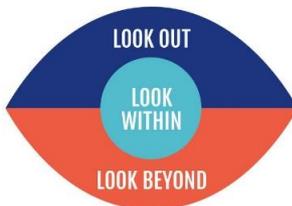
### Purpose of the role:

The Systems, Data and Integration Architect will develop solution designs; design and maintain systems integrations and components; and design, create, and manage the organization's data architecture. The role will also serve as 2IC to the Head of Business Systems and Integration and play an occasional part in vendor management (commercial and contract review, performance etc); project management (on smaller initiatives) and stakeholder management.

### Key Responsibilities:

- Visualize and design The Foundation's enterprise data management framework, describing the processes used to plan, specify, enable, create, acquire, maintain, use, archive, retrieve, control and purge data.
- Define data architecture (current and future states) as project teams progressively roll out future state processes across the organisation.
- Identify goals for data management and set up metrics for tracking progress.
- Centralize shared documentation as a best practice and develop a culture of learning.
- Analyze system's operation and its efficiency to support business functions and deliverables.
- Participate in building workflow automation into data management processes.
- Participate in developing requirements for information and decision-making reporting and ensure that data architecture is aligned to reporting requirements.
- Work with the Head of Process and Change and Head of Business Systems and Integration to develop and maintain systems, integration and data architecture diagrams consistent with process and information maps.
- Assist the Head of Business Systems and Integration with management tasks including vendor, commercial, budget, project management, stakeholder management and reporting.
- Other tasks as assigned by your manager

### Our Capabilities



### As a member of The Foundation Family you will:

1. Live by the values of The Foundation and support The Foundation's culture, performance and brand.
2. Adhere to all The Foundation's policies and procedures.
3. Strengthen the health, safety and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute in all interactions.

### Essential Experience:

- 5+ years of integration development experience, preferably in Dell Boomi and/or Azure Logic Apps.
- Demonstrated strong analytical/problem solving skills and ability to follow procedures and resolve exceptions.
- Experience working with stakeholders and end-users to understand and develop requirements.
- Experience producing detailed data models, data flow architecture, data migration and data transition architectures.
- Experience with database management software, especially Microsoft SQL Server and competency in SQL.
- Familiarity with RDMSs, databases, integration architecture, data warehouses, data lakes, and best practices.
- Demonstrated experience producing detailed data designs to support future state business process through the appropriate configuration of new cloud platforms.
- Experience in structured release & deployment best practices.
- Familiarity with vendor and commercial; project and stakeholder management.

### Skills:

- Strong organisational skills. Ability to manage multiple tasks and set priorities.
- Solution oriented with a high sense of quality, attention to detail, accuracy, efficiency, and meeting tight deadlines.
- Strong business acumen, good strategic thinking, ability to influence others and move toward a common vision or goal.
- Excellent written/verbal communication.
- Flexible and adaptable and able to work in ambiguous situations.
- Ability to establish and maintain strong relationships with a wide range of stakeholders.
- Experience in mentoring and coaching teams at different levels.

### Desirable Experience:

- Team leadership / management experience
- Dell Boomi, Microsoft Power Platform, and Dynamics 365.
- Marketing and/or customer data platforms
- Working with ERP solutions.
- Working in a non-profit international development organisation
- Experience eliciting, managing, and maintaining requirements.
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**Qualifications:**

Desirable : Bachelor's Degree in Computer Science

**Travel:**Not required

**The position involves:**

This position does not involve "Working with Children" either direct or indirect.

**Additional Responsibility:**

Ensure that the work for which they are responsible is carried out in ways, which safeguard the health and safety of workers.