

POSITION: HEAD OF IT DEVELOPMENT

DEPARTMENT: IT

REPORTS TO: HEAD OF IT TECHNOLOGY

JOB PURPOSE STATEMENT

The Head of IT development is the custodian of IT architecture blue prints, the role shall define and manage the evolution of the Group Information Technology Architecture (GITA) and IT Architecture Standards (ITAS) framework. The role draws from CBA's business strategy and converts the business intentions and objectives into defined IT strategies that are reflected in the GITA and ITAS frameworks. The head of IT development will understand the business goals and align Technology to support the business in achieving those goals.

The role working with Head of IT and other IT functional heads takes the lead in engaging business in understanding business requirements, manages demand from business into IT and ensures delivery of solutions to business that meets CBA business objectives. The role applies knowledge, skills and experience in ensuring consistent enforcement and application of best practices for all new and existing changes to technology to remain aligned with the GITA and ITAS framework and industry best practices.

KEY RESPONSIBILITIES

- **Custodian of IT Architecture Blue prints, OPEX & CAPEX:** Define and manage the development of the evolution of the Group Information Technology Architecture and IT Architecture Standards. Responsible for the defining the architecture layers and defining clearly the different solution areas required to realize the architecture blue prints. The role is accountable for OPEX & CAPEX optimization as utilized for this outcome. (20%)
- **IT Demand Management:** Alignment of IT strategy / roadmap with the bank's business direction. Ensure that the respective business, application, data and technology perspectives are in line with the organization's technology and governance strategies, policies and standards. Manages demand from business into IT (30%)
- **IT Application Development and Integration:** Design and manage the development of mobile and web applications, integration of the channels different platforms internally and integration of internal systems and 3rd party partners to meet defined business requirements while adhering to the GITA and ITAS frameworks. (30%)
- **Information and Data Management:** Design and manage implementation of the CBA group Enterprise Data Warehouse (EDW), which includes management of the integration of the same to relevant data sources, design and provision for the various data management presentation and analytics capabilities required to fulfill the overall data and information management objectives. (20%)

COMPETENCE REQUIREMENTS

Excellent Interpersonal Skills

- The candidate relates easily and naturally with executives, business managers, technical teams and customers. Has excellent listening skills and understands the desires and challenges of all our leaders and customers.

Commercial Acumen

- The ideal candidate has broad knowledge of business, and has an interest in market trends.
- With this knowledge, the candidate has researched and possessed an intricate knowledge of our business: it's vision, mission, strategy, values and how it operates. They easily see how our business model compares with *trending local & world-wide* consumer demands.

Excellent Leadership & Communication Skills

- The ideal candidate can clearly communicate and share the architecture framework with executives, business leaders, and stakeholders across the organization - in a manner that leaves them all touched, moved and inspired.

- Ability to rally the organizations technology team around the architecture framework.

Innovative & Adaptable

- The ideal candidate is passionate about innovation.
- Loves technology and possess both a deep and broad understanding of the technology market and cutting-edge technology trends.
- Continuously listening to our stakeholder's feedback, and coming up with new architectures and enhancing existing ones to leverage these *cutting-edge technologies*.

Self-Driven & Results Oriented

- Self-motivated and self-managing.
- Their work has had a material impact in attracting new customers, delighting existing customers, increasing our market share and enhancing our organizations efficiency and profits.
- Delivery model is organized around delighting our customers, increasing our profitability, and increasing the businesses efficiency.

Others

- Knowledge and experience in modern practices for IT Architecture and operations in medium to large banks to provide guidance on quality improvements and strategic changes
- Technical skills to effectively perform or guide performance of Application design and operations activities/tasks in a manner that consistently produce high quality of service.
- Knowledge and effective application of all relevant banking policies, processes, procedures and guidelines to consistently achieve required compliance standards or benchmarks.
- Self-empowerment to enable development of open communication, teamwork and trust that are needed to support performance and customer-service oriented culture.

QUALIFICATIONS AND EXPERIENCE REQUIREMENTS

- A Bachelor's degree in Computer Science, Information Technology or related field, a Master's degree in Technology or Business related course is an added advantage
- Minimum 8 years' experience with 4 years leading a development and/or Business intelligence team within a large highly digitized organization designing, implementing and managing mission critical systems.
- Certification and experience implementing best practice frameworks e.g. ITIL, PRINCE2, TOGAF preferred
- Experience as technical lead for a major technology implementation.
- Hands on experience in software development with major languages Java, C++, C# and practical experience using relation RDBMS e.g. Oracle and MS SQL etc
- Excellent communication skills and high level of Interpersonal skills
- Strong leadership skills and demonstrated ability to lead high energy and dynamic IT teams
- Excellent analytical, problem solving and reporting skills