

POSITION DESCRIPTION

Senior Solution Architect, Identity & Access Management (IDAM)



POSITION DETAILS

Position Title	Senior Solution Architect, Identity & Access Management (IDAM)
Classification	HEW 9
Position Number	NEW
School/Office	Portfolio Management Office
Division	Division of Operations

POSITION PURPOSE

The Senior Solution Architect – Identity & Access Management (IDAM) is a senior strategic and technical architecture role responsible for supporting the design and delivery of technology solutions across the University's strategic programs and projects.

The role provides architecture leadership for Identity and Access Management capabilities across the University, including Microsoft Entra ID, Single Sign-On and Multi-Factor Authentication (SSO/MFA – Okta), Identity Governance and Administration (IGA – Saviynt), Privileged Access Management (PAM – CyberArk), identity provisioning, identity lifecycle management, authentication, authorisation, federation, and Zero Trust identity architecture.

As a secondary specialisation, the role provides architecture guidance across Azure infrastructure and networking, including Azure landing zones, hybrid connectivity, virtual networks, network segmentation, private connectivity, infrastructure security, cloud platform governance and related design patterns. This secondary capability enables the role to support identity-driven transformation initiatives that require strong alignment between identity platforms, cloud services, infrastructure and enterprise connectivity.

The role is part of the organisation-wide Enterprise Architecture practice and works closely with the Portfolio Management Office (PMO) to provide architecture assistance to various strategic projects across multiple portfolios. The role reports to the Director, Enterprise Architecture and collaborates with Enterprise Architects, Security Architects, Cloud Architects, Integration Architects, Data Architects, Solution Architects, project teams, business stakeholders and vendors.

The Senior Solution Architect is responsible for assisting projects during the design phase in the creation of target-state architecture, solution architecture and detailed design artefacts aligned with Enterprise Architecture principles, standards and target-state direction. The role also supports the development of implementation roadmaps, captures design decisions and architectural risks, and presents architecture artefacts and recommendations to architecture governance forums.

Operating within a complex and highly regulated higher education environment, the role promotes secure-by-design, cloud-first, interoperable, reusable and sustainable technology solutions that support the University's strategic priorities and digital transformation agenda.

KEY ACCOUNTABILITIES

- **Provide solution architecture leadership** across multiple strategic programs and projects, with primary focus on Identity & Access Management and secondary focus on Azure infrastructure and networking.
- **Develop target-state architectures, solution architectures, conceptual architectures**, detailed designs and implementation roadmaps aligned with Enterprise Architecture principles, standards and target-state direction.
- **Lead architecture design activities** relating to Microsoft Entra ID, SSO/MFA (Okta), identity provisioning and lifecycle management, IGA (Saviynt), PAM (CyberArk), authentication, authorisation, federation and Zero Trust identity architecture.
- **Provide architecture guidance across** Azure infrastructure and networking, including landing zones, hybrid connectivity, private connectivity, network segmentation, infrastructure security and cloud platform governance.
- **Evaluate architecture options and trade-offs**, and provide evidence-based recommendations that balance business needs, risk, cost, delivery constraints and long-term sustainability.
- **Ensure solution designs comply with Enterprise Architecture principles**, security requirements, technology standards and regulatory obligations.
- **Capture and maintain architecture decisions**, assumptions, constraints, dependencies, risks and mitigation actions throughout the project lifecycle.
- **Prepare and present architecture artefacts**, recommendations and design decisions to architecture governance forums.
- **Maintain architecture artefacts**, relationships, decisions, risks and traceability within Orbus Infinity, ensuring information remains accurate, current and aligned with architecture governance requirements.
- **Collaborate with Enterprise, Security, Cloud, Integration, Data and Solution Architects**, project teams and vendors to deliver integrated and consistent architectural outcomes.
- **Support iterative solution design throughout project delivery** and provide practical architecture guidance that enables successful project outcomes.
- **Contribute to reusable architecture patterns**, standards, reference architectures and capability uplift across the Enterprise Architecture practice.

QUALIFICATIONS, EXPERIENCE AND SKILLS

Essential

- Postgraduate qualifications in Information Technology, Computer Science, Information Systems or a

related discipline, or equivalent extensive experience.

- Demonstrated experience as a Senior Solution Architect, Identity Architect, Security Architect, Cloud Architect or equivalent role within a complex enterprise environment.
- Demonstrated experience designing and delivering solution architectures across Identity and Access Management domains, including authentication, authorisation, federation, identity provisioning, lifecycle management, IGA and PAM.
- Experience developing target-state architectures, solution architectures, detailed designs and implementation roadmaps aligned to enterprise standards and strategic objectives.
- Demonstrated experience working within an established Enterprise Architecture practice, including architecture governance, architecture principles, target-state architecture development and cross-domain architectural collaboration.
- Experience supporting multiple concurrent projects or programs within a complex delivery environment.
- Experience preparing and presenting architecture artefacts, assessments and recommendations to architecture governance forums.
- Experience capturing architecture decisions, risks, assumptions, dependencies and design trade-offs.
- Experience maintaining architecture artefacts and traceability within Enterprise Architecture repositories such as Orbus Infinity, LeanIX or equivalent.
- Demonstrated ability to collaborate effectively with Enterprise, Security, Cloud, Data, Integration and Solution Architects to deliver integrated architectural outcomes.
- Strong stakeholder engagement, facilitation, negotiation and communication skills, including the ability to influence without direct authority.
- Strong analytical, problem-solving and design-thinking capability.
- Demonstrated enabling mindset, with the ability to support project delivery while maintaining architecture quality, governance and long-term sustainability.

Technical Domain Experience

- Microsoft Entra ID
- SSO/MFA platforms (e.g. Okta)
- Identity Governance & Administration platforms (e.g. Saviynt)
- Privileged Access Management platforms (e.g. CyberArk)
- Authentication, federation and identity lifecycle management
- Zero Trust identity architecture
- Azure infrastructure architecture
- Azure networking and hybrid connectivity
- Azure landing zones and cloud platform governance

Desirable

- Formal certification in Enterprise Architecture, Solution Architecture, Security Architecture or related disciplines (e.g. TOGAF, SABSA).
- Microsoft Azure certification or equivalent experience.
- Experience in higher education or similarly complex federated organisations.
- Knowledge of HERM, CAUDIT, MortarCAPS, LTI and higher education technology ecosystems.
- Experience with workforce, student, partner, guest and non-person identity management.
- Experience supporting cloud modernisation, cyber uplift, identity transformation or enterprise platform programs.
- Experience contributing to architecture communities of practice, standards development or capability uplift initiatives.

KEY RELATIONSHIPS

This position reports to: Director, Enterprise Architecture

This position has no supervisory requirements.

Key Internal Relationships

- Enterprise Architecture Team
- Program Directors and Program Managers
- Project Delivery Teams
- Business Owners and Product Owners
- Application and Platform Owners
- Architecture Working Group (AWG) & Architecture Review Board (ARB)

Key External Relationships

- Technology vendors and service providers
- Implementation partners

CHALLENGES

- Supporting multiple strategic programs simultaneously while balancing project delivery objectives with long-term enterprise architecture direction and target-state alignment.
- Influencing architectural outcomes across diverse stakeholders, project teams, vendors and governance forums without direct authority.
- Designing secure, scalable and sustainable identity, access, infrastructure and networking solutions that meet security, usability, operational and regulatory requirements.
- Maintaining accurate and traceable architecture artefacts, decisions, risks and dependencies throughout evolving project lifecycles using the University's Enterprise Architecture repository.
- Balancing innovation, delivery speed and business priorities while ensuring compliance with architecture principles, standards, governance requirements and risk management obligations.

OCCUPATION SPECIFIC CAPABILITY SET

SFIA

SFIA Capability	Code	Level	Rationale
Solution Architecture	ARCH	6	Leads the design of complex corporate systems ensuring alignment with enterprise standards, scalability, and interoperability
Information Security	SCTY	6	Ensures identity, access, privileged access, cloud and infrastructure solutions are secure-by-design and aligned with security standards and risk requirements.
Technical Specialism	TECH	6	Applies specialist knowledge across IDAM, SSO/MFA, IGA, PAM, Entra ID, Azure infrastructure and networking.
Stakeholder Relationship Management	RLMT	6	Builds trusted relationships with senior stakeholders, architects, delivery teams and vendors to influence architecture outcomes.
Innovation	INOV	6	Identifies and promotes innovative approaches to identity, cloud and secure digital service delivery.

Leadership	LEAD	6	Provides architecture leadership, mentoring and guidance across projects, teams and governance forums.
Systems Integration	SINT	5	Supports identity and access integrations across platforms, applications, directories, SaaS services and enterprise systems.
IT Infrastructure	ITOP	5	Provides architecture guidance across Azure infrastructure, networking, hybrid connectivity and cloud platform design.
Enterprise and Business Architecture	STPL	5	Contributes to target-state architecture, strategic alignment and implementation roadmaps across University programs and portfolios.
Knowledge Management	KNOW	5	Maintains architecture artefacts, design decisions, standards and reusable knowledge within the Enterprise Architecture repository.

UNIVERSITY EXPECTATIONS

The University expects that all employees are aware of, and comply with legislation and Western's policies and procedures relevant to the position, including but not limited to:

- Code of Conduct
- Work Health and Safety and Wellbeing Management System
- Enterprise Agreement or Award
- Anti-discrimination principles, Equal Employment Opportunity and staff and student equity.

Approved by: Chief People Officer

Date: July 2026