

Role Description

Identity Architect



Transport
for NSW

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Agency	Transport for NSW
Division/Branch/Unit	Corporate Services/Office of GGM ICT/Enterprise Applications
Location	Macquarie Park
Classification/Grade/Band	TSSM
Role Number	50000811
ANZSCO Code	232111
PCAT Code	1119192
Date of Approval	May 2020
Agency Website	www.transport.nsw.gov.au

Agency overview

At Transport, we're passionate about making NSW a better place to live, work and visit. Our vision is to give everyone the freedom to choose how and when they get around, no matter where they live. Right now, we're delivering a \$51.2bn program – the largest Australia has ever seen – to keep people and goods moving, connect communities and shape the future of our cities, centres and regions. At Transport, we're also committed to creating a diverse, inclusive and flexible workforce, which reflects the community and the customers we serve.

Our organisation – Transport for NSW – is comprised of nine integrated divisions that focus on achieving community outcomes for the greater good and on putting our customers at the centre and our people at the heart of everything we do.

Corporate Services

Corporate Services partner to provide sustainable strategies, solutions and services to enable our clients to deliver with confidence, Transport's vision to make NSW a great place to live, work and play.

Primary purpose of the role

The Identity Architect will lead and implement the design, development and delivery of Identity Governance solutions & contribute to domain architecture, roadmap, standards and best practices for critical organization wide systems.

Key accountabilities

- Assist in developing and evolve cluster wide IAM domain architecture, roadmap and patterns.
- Design and lead implementation of new IAM services for both internal and external customers with a focus on Identity Governance, Roles & Entitlement Management and Access Management



- Work with various technical teams and business stakeholders for IAM service requirement collection and input into long-term strategies.
- Define Identity and Access Management processes, e.g. Processes for Registration, Authentication, Authorisation, Delegated Access etc.
- Develop IAM solution blue print and solution architecture
- Drive the IAM platform & solution deployment process and best practices.
- Provide high level estimates of cost and effort for projects.
- Research emerging technologies in support of IAM vision.

Key challenges

- Working closely and effectively across the Identity Management, Integration, Security and technical teams from agencies to deliver robust, reusable and effective solutions which can be used as a long term basis for expansion and project delivery.
- Identifying and balancing the needs of multiple stakeholders, multiple change and work programs and a complex business environment undergoing significant change.
- Monitoring and reviewing all identity architecture systems and standards to continuously improve capacity and effectiveness.

Key relationships

Who	Why
Internal	
Director of Platform Services	<ul style="list-style-type: none"> • Guidance and direction and organisational objectives, determine high level and strategic priorities, escalate complex issues and problems
Identity Governance & Administration Team	<ul style="list-style-type: none"> • Collaborate and support team members to work together to influence IT service performance positively
Counterpart Technology Teams	<ul style="list-style-type: none"> • Collaborate to deliver holistic Identity & Access Management roadmap & solutions.
Vendors & Suppliers	<ul style="list-style-type: none"> • Collaborate to deliver Identity solutions and monitor performance.
Business Customers and Stakeholders	<ul style="list-style-type: none"> • Provide strategic and tactical advice to stakeholders on how they can influence and improve the value they receive from IT services
External	
Other agencies within the Transport Cluster	<ul style="list-style-type: none"> • Develop and maintain effective relationships and partnerships, facilitate their ongoing engagement and consultation
Other Government departments and agencies	<ul style="list-style-type: none"> • Develop and maintain effective relationships and partnerships, facilitate their ongoing engagement and consultation

Role dimensions

Decision making

The Identity Architect is responsible for the driving corporate Identity architecture, solution and drive the delivery of desirable business outcome. This position will also contribute to organisational change and Cluster-wide

Identity roadmap and strategy. The role is expected to exercise independent judgment in the implementation and delivery of approaches and practices and is fully accountable for the quality and integrity of advice provided.

The role defers to the Director of Platform Services on complex issues of a technical, legislative or political nature or decisions that will substantially alter the outcome or timeframes, major issues or conflicts arising in the course of duties or matters requiring a higher delegated authority including approval for expenditure or sensitive issues.

Reporting line

The role accounts and reports to the Director of Platform Services

Direct reports

Nil

Budget/Expenditure

As per the approved TfNSW Financial Delegations

Key knowledge & experience

- Broader knowledge of infrastructure, network and security architecture is highly desirable.
- Familiarity with Microsoft Identity & Access Management technology stack, Azure AD, Active Directory is desirable.
- Knowledge for on premise and public cloud platform hosting.
- Experience in facilitating workshops with tech leads, business analysts and lead solution architect.

Essential requirements

- Strong experience in negotiating with a wide range of stakeholders in Identity and Access Management domain.
- Excellent communications, presentation, technical writing of architecture and design documents.
- Experience in E2E solution and process design for privileged access management (PAM & PIM).
- Experience in designing Identity Governance solutions in respects to User Access Review (UAR) and Role-based Access Control in large and complex organizations.
- Experience in all aspects of identity, credential and access management for human and machine users with an exposure to variety of IDM models including silo'd, centralized and federated authentication.

Capabilities for the role





The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at www.psc.nsw.gov.au/capabilityframework

This role also utilises an [occupation specific capability set](#).


Capability summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework

Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Adept
	Act with Integrity	Adept
	Manage Self	Adept
	Value Diversity	Adept
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	Adept
	Influence and Negotiate	Advanced
 Results	Deliver Results	Adept
	Plan and Prioritise	Adept
	Think and Solve Problems	Adept
	Demonstrate Accountability	Adept
 Business Enablers	Finance	Advanced
	Technology	Advanced
	Procurement and Contract Management	Adept
	Project Management	Adept

Occupation / profession specific capabilities

Capability Set	Category and Sub-category	Level and Code
	Strategy and architecture – Information Strategy	Level 5 - INAN
	Analytics	
	Development and Implementation – Systems Development	Level 5 - DTAN
	Data Analysis	
	Development and Implementation – Systems Development	Level 5 - DBDS
	Database Design	

Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioral indicators provide examples of the types of behaviors that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Personal Attributes Display Resilience and Courage	Adept	<ul style="list-style-type: none"> Be flexible, show initiative and respond quickly when situations change Give frank and honest feedback/advice Listen when ideas are challenged, seek to understand the nature of the criticism and respond constructively Raise and work through challenging issues and seek alternatives Keep control of own emotions and stay calm under pressure and in challenging situations
Relationships Communicate Effectively	Adept	<ul style="list-style-type: none"> Tailor communication to the audience Clearly explain complex concepts and arguments to individuals and groups Monitor own and others' non-verbal cues and adapt where necessary Create opportunities for others to be heard Actively listen to others and clarify own understanding Write fluently in a range of styles and formats
Relationships Influence and Negotiate	Advanced	<ul style="list-style-type: none"> Influence others with a fair and considered approach and present persuasive counter-arguments Work towards mutually beneficial win/win outcomes Show sensitivity and understanding in resolving acute and complex conflicts Identify key stakeholders and gain their support in advance Establish a clear negotiation position based on research, a firm grasp of key issues, likely arguments, points of difference and areas for compromise Pre-empt and minimise conflict within the organisation and with external stakeholders
Results Plan and Prioritise	Adept	<ul style="list-style-type: none"> Take into account future aims and goals of the team/unit and organisation when prioritising own and others' work Initiate, prioritise, consult on and develop team/unit goals, strategies and plans Anticipate and assess the impact of changes, such as government policy/economic conditions, on team/unit objectives and initiate appropriate responses Ensure current work plans and activities support and are consistent with organisational change initiatives Evaluate achievements and adjust future plans accordingly
Business Enablers Finance	Advanced	<ul style="list-style-type: none"> Apply a thorough understanding of recurrent and capital financial terminology, policies and processes to planning, forecasting and budget preparation and management Identify and analyse trends, review data and evaluate business options to ensure business cases are financially sound Assess relative cost benefits of direct provision or purchase of services Understand and promote the role of sound financial management and its impact on organisational effectiveness

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Business Enablers Technology	Advanced	<ul style="list-style-type: none"> Involve specialist financial advice in review and evaluation of systems and processes used to identify opportunities for improvement Respond to financial and risk management audit outcomes, addressing areas of non-compliance
		<ul style="list-style-type: none"> Show commitment to the use of existing and deployment of appropriate new technologies in the workplace Implement appropriate controls to ensure compliance with information and communications security and use policies Maintain a level of currency regarding emerging technologies and how they might be applied to support business outcomes Seek advice from appropriate technical experts to leverage information, communication and other technologies to achieve business outcomes Implement and monitor appropriate records, information and knowledge management systems protocols, and policies

Occupation specific capability set (Skills Framework for the Information Age – SFIA)

Category and Sub-category	Level and Code	Level Descriptions
Strategy and Architecture – Technology Strategy & Planning	Solution Architecture ARCH	The design and communication of high-level structures to enable and guide the design and development of integrated solutions that meet current and future business needs. In addition to technology components, solution architecture encompasses changes to service, process, organisation, and operating models. The provision of comprehensive guidance on the development of, and modifications to, solution components to ensure that they take account of relevant architectures, strategies, policies, standards and practices (including security) and that existing and planned solution components remain compatible.
Development and Implementation Systems Development	System Design DESN	. The design of systems to meet specified requirements, compatible with agreed systems architectures, adhering to corporate standards and within constraints of performance and feasibility. The identification of concepts and their translation into a design which forms the basis for systems construction and verification. The design or selection of components. The development of a complete set of detailed models, properties, and/or characteristics described in a form suitable for implementation. The adoption and adaptation of systems design lifecycle models based on the context of the work and selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches.

