



Contribute to the City of Hamilton, one of Canada's largest cities - home to a diverse and strong economy, an active and inclusive community, a robust cultural and dining scene, hundreds of kilometers of hiking trails and natural beauty just minutes from the downtown core, and so much more. Join our diverse team of talented and ambitious staff who embody our values of sensational service, courageous change, steadfast integrity, collective ownership and being engaged empowered employees. Help us achieve our vision of being the best place to raise a child and age successfully. #BeTheReason

- **Job ID #32252: Supervisor, Enterprise Architecture**
- **Union:** Non-Union
- **Job Description ID #: A15971**
- **Close date:** Interested applicants please submit your application online at www.hamilton.ca/city-council/jobs-city by **4:00 p.m. on October 14th, 2026**.
- **Vacancy type:** This posting is for a new vacancy
- **Internal applicants should apply with your work e-mail address.** External applicants are considered only after the internal posting process has been completed. Only applicants chosen for an interview will be contacted.

SUMMARY OF DUTIES

Reporting to the Manager, Strategy & Architecture, the Supervisor, Enterprise Architecture provides leadership, governance and operational oversight for the City's Enterprise Architecture, Business Architecture and Enterprise Integration functions. The position facilitates the effective use of corporate resources including business applications, technologies, databases, processes and employees to ensure technology solutions align with enterprise standards, architecture principles, technology roadmaps and municipal business objectives.

The Supervisor, Enterprise Architecture enables business and technology leaders to make informed investment and transformation decisions that balance operational priorities, emerging opportunities, organizational risk, and long-term strategic objectives. The position ensures that business capabilities, information assets, technology investments, application portfolios, integration services, and business transformation initiatives align with the City's strategic objectives and enterprise architecture principles.

The Supervisor, Enterprise Architecture provides leadership to Business Architects and oversees the development and maintenance of enterprise architecture frameworks, business capability models, standards, reference architectures, roadmaps and governance processes. The position leads enterprise-level business and technology planning activities and serves as the primary authority for enterprise architecture governance and business architecture practices across the organization.

The Supervisor leads the Enterprise Integration Working Group and chairs the Enterprise Integration Governance Board to ensure enterprise integrations are governed, standardized, sustainable, secure, and aligned with corporate architecture standards and business priorities.

The Supervisor, Enterprise Architecture is recognized internally and externally as a subject matter expert and trusted advisor on enterprise architecture, business architecture, enterprise integration, business transformation, technology strategy, and organizational modernization.

GENERAL DUTIES

STRATEGIC LEADERSHIP & GOVERNANCE

- Provides overall leadership, direction, governance and continuous evolution of the City's Enterprise Architecture program.
- Develops, maintains and promotes enterprise architecture principles, frameworks, standards, reference models, capability maps and strategic roadmaps.
- Leads enterprise-wide architecture planning activities and contributes to the development of multi-year technology and business transformation strategies.
- Aligns enterprise architecture strategies and business architecture practices with corporate objectives, divisional strategies and service delivery priorities.
- Leads Integration working group activities and chairs the Integration governance committee.
- Ensures enterprise integrations are scalable, sustainable, reusable and aligned with established enterprise architecture standards.
- Identifies enterprise integration risks, dependencies and opportunities across business domains, applications and technology platforms.
- Facilitates cross-functional collaboration to resolve integration challenges and promotes enterprise-wide consistency.
- Provides strategic advice and recommendations regarding business capability development, business process modernization, technology investments and organizational transformation initiatives.
- Researches, evaluates and recommends emerging technologies, industry trends, methodologies, standards and best practices.
- Develops and maintains governance processes to ensure enterprise architecture compliance and alignment across projects, programs and operational initiatives.
- Exercises independent judgment regarding project delivery approaches, resource assignments, risk responses and quality management activities.
- Creates reports and submissions to Senior Leadership, Committees and Council as required.
- Acts on behalf of the Manager, Strategy and Architecture when required.

SERVICE DELIVERY & OPERATIONAL OVERSIGHT

- Leads the development and maturity of the City's Business Architecture practice
- Provides oversight for business capability modelling, value stream mapping and organizational transformation initiatives
- Ensures consistency, quality, and alignment of business architecture deliverables across departments and projects.
- Facilitates enterprise-wide business capability planning and supports the prioritization of strategic investments based on business capability gaps and transformation opportunities.
- Provides leadership and guidance regarding enterprise business transformation initiatives and cross-departmental service redesign efforts.
- May provide on-call support when required.

PEOPLE LEADERSHIP

- Provides leadership and supervision to Business Architects including daily workload planning, resource allocation, mentoring, and ensuring the effective delivery of team objectives.
- Leads talent recruitment, and people management activities for Business Architects, including recruitment, onboarding, professional development and performance management.
- Builds a high-performing, client focused and collaborative team culture.
- Promotes a safe and healthy work environment for all staff.

STAKEHOLDER ENGAGEMENT

- Acts as a trusted advisor to business leaders, departmental leadership teams and Information Technology management.
- Develops and maintains effective relationships with internal stakeholders, external partners, vendors and industry peers.
- Champions departmental initiatives through sustainable technology solutions.

- Collaborates with business owners and stakeholders on strategic projects.
- Facilitates discussions regarding enterprise priorities, business transformation opportunities, technology strategy and organizational change.
- Communicates complex architecture concepts to both technical and non-technical audiences.
- Promotes adoption of enterprise standards, governance processes and best practices.

FINANCIAL AND RISK MANAGEMENT, COMPLIANCE & CORPORATE ACCOUNTABILITY

- Supports operating and capital budget planning and forecasting.
- Provides recommendations regarding strategic technology and business transformation investments.
- Supports procurement, vendor management and contract evaluation activities and ensures procurement activities comply with City purchasing policies and procedures.
- Monitors architectural risks and recommends mitigation strategies.
- Ensures compliance with corporate policies, standards and procedures.
- Supports governance controls and architectural compliance.
- Supports audit readiness and corporate accountability requirements.
- Demonstrated knowledge of the Health and Safety Act and applicable regulations as it relates to the position.
- Ensures that employees are provided with and use the appropriate equipment, material and/or procedures required to perform the assigned duties. Ensures that all employees perform work in accordance with applicable Health and Safety legislation and all City of Hamilton corporate and departmental policies and procedures. Ensures that appropriate action is recommended for those employees who do not work in compliance with legislation, policies and procedures.
- Performs other duties as assigned which are directly related to the responsibilities of the position.

QUALIFICATIONS

1. University Degree or College Diploma in Computer Science, Information Systems, Engineering or related discipline. A combination of equivalent education and relevant experience may be considered.
2. Seven years of progressively responsible experience in enterprise architecture, business architecture, systems integration, solution architecture or related technology disciplines, including supervisory and leadership experience
3. Demonstrated experience leading enterprise architecture and business architecture functions within a large, complex, multi-stakeholder organization, preferably in a municipal environment.
4. Extensive knowledge of enterprise architecture frameworks, business architecture principles, capability modelling, business process analysis and strategic planning practices.
5. Experience developing and maintaining enterprise architecture standards, governance frameworks, operating models, capability maps and technology roadmaps.
6. Experience leading cross-functional governance committees, working groups or enterprise-wide planning initiatives.
7. Strong understanding of enterprise integration principles, integration platforms, API management, systems interoperability and enterprise service design.
8. Demonstrated ability to align business objectives, organizational priorities, technology investments and transformation initiatives.
9. Experience evaluating emerging technologies, vendor solutions and strategic investment opportunities.
10. Proven leadership skills with experience coaching, mentoring, developing and supervising professional staff.

11. Excellent analytical, facilitation, negotiation, presentation and decision-making skills.
12. Excellent written and verbal communication skills, including the ability to communicate effectively with senior leadership, technical teams and business stakeholders.
13. Knowledge of recognized industry frameworks and methodologies such as TOGAF, BIZBOK, ITIL, COBIT, ArchiMate or equivalent architecture and governance practices would be considered an asset.

HOURS:

35 per week

NOTE:

As a condition of employment, the successful applicant(s) will be required to obtain, satisfactory to the City of Hamilton, a Criminal Record & Judicial Matters (CRJM) Check, at their own expense, prior to beginning work in this position. The City of Hamilton will also undertake a social media review of the successful candidate.

Disclaimer:

Be advised that Human Resources frequently audits resumes of internal/external applicants to ensure/validate information provided is consistent and trustworthy. Falsification of information provided at any time throughout the recruitment process may be grounds for disqualification, and for internal applicants, subject to discipline up to and including termination.

Terms:

The City is an equal opportunity employer that is committed to inclusive, barrier-free recruitment and selection processes. Consistent with our Values and Corporate Culture Pillars, the City of Hamilton is committed to providing equitable treatment to all with respect to barrier-free employment and accommodation without discrimination. The City will provide accommodation for applicants in all aspects of the hiring process, up to the point of undue hardship. If you have an accommodation need, please contact Human Resources as soon as possible to make appropriate arrangements.

Location

Hamilton, Ontario (Hybrid)

Department

City Manager's Office

Employment Type

Permanent, Full-Time

Minimum Experience

Manager/Supervisor

Compensation

\$115,866.66 - \$ 144,833.78

Internal Job Code

15971