

## Position description

<b>Position title:</b>	Integration and Migration Architect
<b>Reports to:</b>	Portfolio Manager
<b>Program area:</b>	Community Legal Information and Corporate Services
<b>Location:</b>	Melbourne
<b>Classification:</b>	WVR5.1 – 51IT4B
<b>Position type:</b>	Ongoing

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## Position Summary

The Integration and Migration Architect is Victoria Legal Aid's (VLA) authoritative lead for enterprise integration and migration architecture and assurance. The role establishes and governs enterprise integration and migration standards across VLA's digital ecosystem and provides critical architectural oversight for major transformation initiatives, enterprise system change, and cross-platform interoperability.

The role is accountable for ensuring integration and migration approaches protect enterprise data integrity, operational continuity, interoperability, information security, privacy, and reporting reliability across complex interconnected systems.

The role provides enterprise-level architectural leadership and decision authority for integration and migration approaches across VLA's application and information environment.

This role operates across a highly interconnected environment of legacy and contemporary platforms, supporting organisation-wide transformation initiatives within a regulated public-sector environment where system reliability, information integrity, and operational continuity are critical.

It exercises architectural authority over integration and migration components of enterprise system initiatives, including approval of solution approaches, migration strategies, integration patterns, data movement methodologies, and assurance activities.

It is responsible for approving integration and migration components of new or updated systems, reviewing vendor work, and ensuring alignment with VLA's data governance, data quality, security, privacy and information management requirements.

The role sits within the Outcomes and Evidence unit and works closely with Digital Transformation and Technology teams, solution designers, business owners and project teams. It ensures VLA's systems can interoperate effectively, support reliable reporting and operational needs, and meet sector and partner integration expectations.

## Responsibilities

1. Establish, govern, and continuously evolve enterprise integration and migration architecture standards, patterns, methodologies, and assurance frameworks across VLA's digital environment.

2. Exercise enterprise architectural authority over integration and migration designs associated with new or enhanced digital systems, ensuring alignment with enterprise architecture, operational continuity, reporting integrity, governance, privacy, security, and information management requirements.
3. Review integration and migration artefacts from vendors and project teams, ensuring designs, mappings, specifications and validation activities meet VLA's standards. Implementation responsibility remains with project teams and vendors.
4. Identify, assess, escalate, and manage enterprise integration and migration risks that may impact operational continuity, data integrity, interoperability, regulatory obligations, reporting reliability, or organisational transformation outcomes.
5. Lead the architectural coordination of enterprise data flows and system interoperability across legacy and contemporary platforms, including management of complex system dependencies and sector integration requirements.
6. Provide authoritative advice in solution design workshops, architecture reviews and data governance forums, ensuring integration and migration components are feasible, consistent and compliant.
7. Produce or review required documentation depending on project needs, ensuring accuracy, completeness and traceability across integration and migration work.
8. Provide post-implementation architectural assurance for enterprise integrations and migrations, including oversight of reconciliation outcomes, issue escalation, defect remediation, and operational stabilisation activities.
9. Maintain enterprise-wide visibility of integration architecture, migration dependencies, interface landscapes, transition states, and future interoperability requirements to support strategic planning and transformation sequencing.

## Essential standards and capabilities

The following standards and capabilities are **mandatory** and required to perform the duties and responsibilities of this position.

- Tertiary qualifications in a relevant technical field such as Information Systems, Computer Science, Software Engineering, or equivalent experience.
- Experience in senior enterprise integration architecture and/or enterprise migration assurance roles within diverse, complex, multi-system environments undergoing significant transformation.
- Experience leading integration projects in complex organisations with heterogenous systems, vendors and data sources, preferably during major transformation programs.
- You must have the right to work in Australia (i.e., be an Australian or New Zealand citizen, permanent resident, or hold a valid visa).
- It is a requirement that all VLA employees reside in Victoria, or a nearby border community, and attend for office-based days at their primary work location. From time to time to time you will be required to travel between various office locations to deliver quality services to our clients or for professional development.
- All appointments are subject to reference checks and pre-employment misconduct screening.
  - You will be required to undertake a police check during pre-employment screening or at any point during employment with VLA.

## Key selection criteria

1. Extensive experience leading enterprise-scale integration architecture and complex data migration assurance across diverse interconnected environments comprising legacy and contemporary platforms.
2. Demonstrated experience establishing and governing enterprise integration and migration architecture standards, including integration patterns, migration methodologies, reconciliation controls, data validation frameworks, and transition assurance.
3. Proven ability to assess and approve integration and migration designs, including reviewing vendor artefacts, identifying risks, and ensuring alignment with governance, data quality, security, privacy and information management requirements.
4. Ability to balance competing architectural, operational and compliance requirements to support practical, sustainable solutions.
5. Exceptional architectural judgement and demonstrated ability to provide authoritative enterprise-level advice and decision-making within architecture governance, solution design, transformation, and data governance forums.
6. Demonstrated ability to work effectively with digital delivery teams, vendors and diverse stakeholders to ensure consistent and compliant integration and migration outcomes.
7. Experience in regulated or government settings, or other environments with formal compliance, privacy or information management requirements.
8. A knowledge of the general business of VLA and a commitment to our vision and values.

### **Occupational health and safety responsibilities at Victoria Legal Aid:**

- All staff at VLA are expected to champion proactive and positive health and safety practices in the workplace by raising health, safety and wellbeing issues or concerns with managers and colleagues. Staff are required to observe all safe work procedures, rules and instructions, and take all reasonable care for their own safety and for the safety of work colleagues by always operating in a safe and appropriate manner.

## Organisational context

Victoria Legal Aid is a cornerstone of Victoria's justice system, delivering essential legal services to the community.

We provide legal advice, dispute resolution, representation, information and advocacy services to hundreds of thousands of Victorians each year for criminal, civil, family violence, child protection and family law problems. We ensure people have access to legal services close to where they live, across metropolitan, suburban and regional locations.

Through non-legal, early intervention and dispute resolution services, we support people to understand their rights, participate in decision-making and resolve matters. We work closely with partners to influence policies and challenge unfair laws and practices to make our society fairer for everyone.

By coordinating legal assistance and information, resolving issues early and supporting people through court processes when necessary, we help prevent problems escalating and reduce harm. We target our efforts and limited resources to help those with the greatest need.

### **Community Legal Information and Corporate Services (CLICS)**

## **Our CLICS Vision**

Our contribution to clients, a strong legal assistance sector and the community is delivered through progressive, connected and adaptable services and a knowledge of the systems in which we work.

## **Our CLICS purpose**

To improve access to justice, we provide high quality information, education and corporate services that empower and enable.

## **Outcomes and Evidence**

The Outcomes and Evidence unit leads VLA's work to manage and use data, digital information and evidence well. The unit supports the organisation through data governance, data quality, reporting, analytics, research, evaluation, records management and strategic project and portfolio management. It works across all parts of VLA to improve how data and information are collected, managed, protected and used to support services, operations and strategic decision-making. This role sits within the Strategic Projects and Portfolio team.

## **Our VLA vision and values**

### **Vision**

Fair and inclusive justice where people have access to help, and laws and systems work for everyone.

### **Purpose**

To help Victorians resolve legal problems and protect their rights, and to work with partners to improve laws and systems so they are fairer and more accessible.

### **Values**

Our values are central to how we make decisions and deliver services. They guide our everyday actions, influence how we respond to legal need, and shape the way we work with clients, partners and each other.

### **Fairness**

We are committed to fairness in society and facilitating fair and equitable access to legal and related support.

### **Care**

We care about our clients and the community, and we approach our work with an awareness of the effects that trauma and discrimination can have. We treat each other with kindness and respect.

### **Courage**

We approach our work with strength and confidence. We are guided by our values and what matters most to our clients and society.

### **Inclusion**

We provide an inclusive environment for clients, staff and partners.

## **VLA is an Equal Opportunity Employer committed to promoting a diverse and inclusive workforce**

We strongly encourage people from diverse backgrounds and abilities, including First Peoples Australians and refugees to apply for positions within our organisation. We will make reasonable adjustments to enable everyone to participate in our recruitment processes and to work productively and safely.

It is a key priority of VLA to support principles of self-determination by increasing First Peoples Australians' employment across all areas of VLA. We recognise that our workforce can benefit greatly from the unique knowledge, skills and expertise of a diverse workforce including First Peoples Australians and in achieving a culturally safe and responsive service for our clients.

## **VLA is a Child-Safe organisation**

VLA is committed to the safety and wellbeing of children and recognises that children's rights need to be respected, their views welcomed and valued, and their concerns taken seriously. We additionally acknowledge and appreciate the diverse and unique identities and experiences of Australian First Peoples children, which we respect and value.

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### **Position Description approved by People and Workplace Services**

Position Title: People Business Partner

Date approved: 15 June 2026