



Vacancy Notice

Enterprise Solutions Architect – 261416

Primary Location: Halifax, Canada

NATO Body: Defence Innovation Accelerator for the North Atlantic (DIANA)

Schedule: Full-time

Application Deadline: 29-Sep-2026, 10:59:00 PM

Salary (Pay Basis): 14,050.72 Canadian Dollar (CAD) Monthly

Grade: NATO Grade G20

The post is budgeted from 1 January 2027, and the successful candidate is expected to start employment as soon as possible thereafter.

1. OVERVIEW OF DIANA

NATO DIANA is the Defence Innovation Accelerator for the North Atlantic, a NATO body dedicated to finding and accelerating innovation to provide decisive defence and security effects for the Alliance, while fostering deep-tech innovation.

NATO DIANA is comprised of a Board of Directors, representing all 32 nations, and an operational team referred to as the DIANA Executive ("DX"). Operating from three offices in Europe and North America, the DX leverages a network of military end users, world-leading accelerator sites, test centres, professional mentors and experts, and Allied expertise to accelerate the most innovative technologies from across the NATO Alliance. DIANA is a dynamic, agile workplace, which strives for innovative thinking, diversity, and performance excellence across all teams. To achieve our mission, DIANA is committed to providing our people with an environment that is positive, inclusive and collaborative.

2. OVERVIEW OF THE ROLE

The Enterprise Solutions Architect is DIANA's senior technical authority for digital systems, responsible for the design, integrity, and coherence of software solutions, information architecture, and data governance. The role provides end-to-end architectural leadership across requirements, data, integration, security, and user experience, ensuring solutions are secure,



scalable, maintainable, and aligned with DIANA's business objectives and the wider NATO enterprise architecture. As DIANA's lead architect for digital platforms, the incumbent provides technical leadership across solution design, delivery, integration, data foundations, reporting, and ongoing evolution.

****Reserve candidates may be considered for similar posts in Estonia or UK, if appropriate. ****

Reporting to the **Chief Transformation Officer, Regional Director, North America.**

Duties of this role include:

- Define and maintain DIANA's enterprise and solution architecture frameworks, governance, standards, and technology roadmaps aligned with NATO requirements.
- Translate business requirements into secure, scalable, and maintainable solutions, ensuring alignment from concept through delivery.
- Own the architecture of DIANA's digital platforms across application, data, integration, and technology domains.
- Lead information and data architecture, including governance, data quality, integration, API standards, analytics, and AI-enabled capabilities.
- Embed security-by-design principles across the solution lifecycle, including identity management, secure architecture, application security testing, and user experience.
- Act as DIANA's technical authority for digital solutions, providing technical leadership, design assurance, and vendor oversight.
- Collaborate with stakeholders across the digital lifecycle to align priorities, manage dependencies, and implement architectural decisions.
- Drive the evolution of DIANA OS, DIANA's bespoke developed SaaS platform and related platforms through product thinking, agile delivery, DevSecOps, user adoption, and continuous improvement.
- Perform any other related duties as may be required.



3. ROLE REQUIREMENTS, QUALIFICATIONS AND EXPERIENCE

ESSENTIAL

The incumbent must have:

- A Master's degree from a nationally recognised university in Computer Science, Software Engineering, Information Systems, or a related discipline with at least 5 years' relevant experience; or a Bachelor's degree with at least 8 years' relevant experience.
- Demonstrated experience developing enterprise architecture frameworks, governance processes, and technology roadmaps, and translating business requirements into solution architectures for complex digital environments.
- Proven experience as a Solution, Systems, or Enterprise Architect delivering complex cloud-based solutions, supported by recent software development experience sufficient to provide technical leadership and leverage AI-enabled development approaches.
- Strong experience in information, data, and integration architecture, including data governance, data modelling, analytics, API development, and enterprise integration.
- Demonstrated experience embedding security-by-design principles, including threat modelling, secure architecture, identity and access management, automated security testing, and software quality assurance.
- Experience leading suppliers, contractors, or delivery partners and contributing to large-scale SaaS platforms or digital transformation programmes.
- Demonstrated ability to advise senior executives, influence organisational decision-making, and communicate complex technical concepts effectively to technical and non-technical audiences.
- Possess the following minimum levels of NATO's official languages (English/French): V ("Advanced") in one and I ("Beginner") in the other.

NOTE: Most of DIANA's internal work is conducted in the English language.



DESIRABLE

The following would be considered an advantage:

- Experience working in government, defence, international, or geographically distributed organisations, with knowledge of the NATO institutional framework, policies, and procedures.
- Experience with enterprise architecture frameworks and modelling approaches, such as TOGAF, NAF, Zachman, ArchiMate, or UML.
- Experience leading information and data strategy, including ERP systems, business intelligence, master data management, data governance, and performance reporting.
- Experience with modern cloud and software delivery practices, including DevSecOps, CI/CD, Zero Trust architectures, Microsoft Power Platform, and relevant architecture or cloud certifications.

COMPETENCIES

The incumbent must demonstrate:

- Organizational and Environmental Awareness: *Understands the wider mission and considers the impact of their actions on others.*
- Initiative & Responsibility: *Takes ownership and accountability.*
- Adaptability & Flexibility: *Embraces change, adjusts priorities as needed, and continues to deliver results in evolving environments.*
- Impact & Influence: *Builds trust and buy in through confident and persuasive communication.*
- Stakeholder Management: *Builds strategic relationships and drives collaborative outcomes.*
- Leading & Developing Other: *Leads and develops others through coaching, empowerment, and feedback.*
- Self-awareness and a Learning Mindset: *Seeks opportunities to learn, reflects on experience, and applies learning to improve outcomes.*

4. WHAT WE OFFER

- Genuinely meaningful work as part of the newest unit within the most successful alliance in history.
- Tax-free salary.
- Household and children's allowances and privileges for expatriate staff including expatriation and educational allowances (where applicable) and additional home leave.
- Excellent private health insurance scheme.



- NATO pension scheme.
- Generous annual leave of 30 days plus official holidays.
- Flexible working conditions and a smoke-free office in Halifax.
- Opportunities for learning and development.

5. CONTRACT

In accordance with the NATO Civilian Personnel Regulations, the successful candidate will receive a definite duration contract of three years, which may be followed by an extension.

If the successful applicant is seconded from the national administration of one of NATO's member States, a 3-year definite duration contract will be offered, which may be renewed for a further period of up to 3 years subject to the agreement of the national authority concerned. The maximum period of service in the post as a seconded staff member is six years.

6. USEFUL INFORMATION REGARDING APPLICATION AND RECRUITMENT PROCESS

Please note that we can only accept applications from nationals of NATO member countries.

Applications must be submitted using the e-recruitment system, and any documents sent through other formats will not be reviewed (including email, social network, etc).

Before you apply to any position, we encourage you to [click here](#) and review how to apply.

Due to the broad interest in NATO DIANA and the large number of potential candidates, telephone or email enquiries cannot be dealt with.

After review of your online application, successful candidates will be invited to a pre-recorded video interview. Shortlisted candidates from that will then be invited to the final assessments, which include: a language proficiency test, a job-related written test, and a panel interview.

Appointment will be subject to receipt of a security clearance (provided by the national Authorities of the selected candidate) and approval of the candidate's medical file by the NATO Medical Adviser.

NOTE: DIANA will not accept any phase of the recruitment and selection, prepared in whole or in part, by means of generative



artificial-intelligence (AI) tools, including and without limitation to chatbots, such as Chat Generative Pre-trained Transformer (Chat GPT, Copilot, Claude, etc.), or other language generating tools. DIANA reserves the right to screen applications to identify the use of such tools. All applications prepared, in whole or in part, by means of such generative or creative AI applications will be rejected without further consideration at DIANA's sole discretion, and DIANA reserves the right to take further steps in such cases as appropriate.

7. ADDITIONAL INFORMATION

NATO is committed to diversity and inclusion, and strives to provide equal access to employment, advancement and retention, independent of gender, age, nationality, ethnic origin, religion or belief, cultural background, sexual orientation, and disability.

NATO is committed to fostering an inclusive and accessible working environment, where all candidates living with disabilities can fully participate in the recruitment and selection process. If you require reasonable accommodation, please inform us during your selection process along with documented medical evidence to support your request.

All NATO DIANA personnel are expected to conduct themselves in accordance with the current NATO Code of Conduct as agreed by the North Atlantic Council (NAC), and thus display the core values of integrity, impartiality, loyalty, accountability, and professionalism.

The incumbent is required to be a resident in the host nation for the duration of their contract. DIANA has a flexible teleworking policy to permit working in office, at home, and across NATO Allied Nations subject to managerial approval.

For more information on DIANA, please visit our [website](#).