CEA ACTION PROPOSAL

Per California Code of Regulations, title 2, section 548.5, the following information will be posted to CalHR's Career Executive Assignment Action Proposals website for 30 calendar days when departments propose new CEA concepts or major revisions to existing CEA concepts. Presence of the department-submitted CEA Action Proposal information on CalHR's website does not indicate CalHR support for the proposal.

A. GENERAL INFORMATION

1. Date	2. Department
2025-09-03	State Compensation Insurance Fund

3. Organizational Placement (Division/Branch/Office Name)

Information Technology/ Enterprise Architecture

4. CEA Position Title

Senior Vice President, IT Strategy and Architecture

5. Summary of proposed position description and how it relates to the program's mission or purpose. (*2-3 sentences*)

The SVP, IT Strategy and Architecture is a strategic leadership role responsible for defining, delivering and maintaining the overall enterprise architecture vision, strategy, and road map for State Fund. This role ensures that the technology landscape aligns with the company's mission, business objectives, regulatory requirements, and long-term growth strategies.

6. Reports to: (*Class Title/Level*)

Chief Information Officer (Exempt)

7. Relationship with Department Director (*Select one*)

☐ Member of department's Executive Management Team, and has frequent contact with director on a wide range of department-wide issues.

☑ Not a member of department's Executive Management Team but has frequent contact with the Executive Management Team on policy issues.

(*Explain*): The SVP, IT Strategy and Architecture will provide regular and frequent updates directly to the CEO, and to the Executive Committee (EC). They will also engage with the EC on State Fund's strategic direction, project priorities, and progress.

8. Organizational Level (*Select one*)

☐ 1st ☐ 2nd ☑ 3rd ☐ 4th ☐ 5th (mega departments only - 17,001+ allocated positions)

B. SUMMARY OF REQUEST

9. What are the duties and responsibilities of the CEA position? Be specific and provide examples.

1. Enterprise Architecture Strategy & Vision. Develop and continuously refine the enterprise architecture vision, strategy, and roadmap in alignment with the company's strategic business goals and objectives. Translate business strategy into a comprehensive technical architecture that supports current and future business needs. Champion architectural principles, standards, and best practices across the organization. Identify opportunities for technology innovation and leverage emerging technologies to drive business value and competitive advantage within the insurance sector.

2. Architectural Governance & Standards. Establish and enforce enterprise architecture governance processes, policies, and standards to ensure consistency, compliance, and quality across all technology initiatives. Define and manage architectural patterns, blueprints, and guidelines for various domains (e.g., application, data, infrastructure, security). Conduct architectural reviews and provide guidance to project teams, ensuring adherence to architectural standards and alignment with the overall enterprise roadmap. Lead the architecture review with State Fund's Executive Committee and Board of Directors to approve major architectural decisions, plans and any deviations.

3. Solution Design & Oversight. Provide high-level architectural guidance and oversight for key business initiatives and technology projects, from inception through implementation. Work closely with business stakeholders, product owners, and development teams to translate business requirements into scalable, secure, and resilient architectural designs. Identify and mitigate architectural risks and impact across the enterprise. Evaluate and recommend technology solutions, platforms, and vendors that best fit the company's architectural strategy and business needs.

4. Leadership & Mentorship. Lead, mentor, and develop a team of enterprise architects, solution architects, and other technical specialists. Foster a culture of architectural excellence, continuous learning, and innovation within the IT department. Collaborate effectively with senior leadership, department heads, and cross-functional teams to communicate architectural vision and gain buy-in. Act as a trusted advisor to the CIO and other executives on technology trends, architectural implications, and strategic technology investments.

5. Regulatory Compliance & Security. Ensure that the enterprise architecture incorporates and adheres to all relevant insurance industry regulations and compliance requirements. Partner with Risk Management and ESEC to embed security best practices and principles into all architectural designs and processes. Develop architectures that support robust data privacy, data protection, and disaster recovery capabilities.

B. SUMMARY OF REQUEST (continued)

10. How critical is the program's mission or purpose to the department's mission as a whole? Include a description of the degree to which the program is critical to the department's mission.

☑ Program is directly related to department's primary mission and is critical to achieving the department's goals.

☐ Program is indirectly related to department's primary mission.

☐ Program plays a supporting role in achieving department's mission (i.e., budget, personnel, other admin functions).

Description: Enterprise Architecture is critical to State Fund's mission because it aligns IT strategy with business objectives, ensures technology investments support organizational goals, creates a roadmap for digital transformation, bridges the gap between business vision and technical execution, improves operational efficiency, reduces redundancy in systems and processes, standardizes technology platforms, optimizes resource allocation, enables better decision-making, provides clear visibility into organizational capabilities, helps identify gaps and opportunities, supports data-driven strategic planning, creates a structured approach to developing and managing IT systems, ensures system interoperability, enhances risk management, improves security and compliance, reduces system vulnerabilities and supports business continuity.

B. SUMMARY OF REQUEST (continued)

11. Describe what has changed that makes this request necessary. Explain how the change justifies the current request. Be specific and provide examples.

State Fund has relied upon outside high-level consultants to optimize our Enterprise Architecture functions. There is an inherent risk in maintaining a function and a dependency that has no permanent civil service counterpart. A permanent SVP, IT Strategy and Architecture would help reduce consultant dependency by:

• Building Internal Capabilities
• Developing in-house EA expertise and knowledge
• Creating standardized EA frameworks and methodologies
• Training and mentoring internal staff
• Strategic Leadership
• Providing consistent long-term architectural vision
• Making informed decisions about technology investments
• Establishing governance processes
• Knowledge Retention
• Maintaining institutional knowledge within the organization
• Documenting architectural decisions and rationale
• Creating reusable patterns and templates
• Cost Optimization
• Evaluating when consultants are truly needed vs. building internal capacity
• Managing consultant engagements more effectively
• Transferring knowledge from consultants to internal teams
• Sustainable Practices
• Implementing repeatable processes that can be managed internally
• Creating self-sufficient teams
• Developing internal centers of excellence
• Quality Control
• Ensuring consistent architectural standards
• Maintaining architectural integrity
• Providing ongoing oversight and guidance

To maximize effectiveness, the SVP, IT Strategy and Architecture will focus on gradually building internal capabilities while strategically using consultants only for specialized needs or temporary capacity requirements.

State Fund recently hired a new Chief Information Officer with the talent and vision to help us develop strong internal capabilities. State Fund recognized the inherent risk in maintaining an Enterprise Architecture function dependent upon outside consultants from the top down. To rectify this dependency State Fund will establish an Enterprise Architect at the CEA level to set the strategy and direction for the department, and build out our capabilities internally.

C. ROLE IN POLICY INFLUENCE

12. Provide 3-5 specific examples of policy areas over which the CEA position will be the principle policy maker. Each example should cite a policy that would have an identifiable impact. Include a description of the statewide impact of the assigned program.

The SVP of IT Strategy and Architecture is a key leader in setting the stage for an organization's technological success by defining the strategic direction and establishing the architectural principles and policies that guide its evolution.

1. Enterprise Architecture strategy and vision – Develop and continuously refine the enterprise architecture vision, strategy, and roadmap in alignment with the company's strategic business goals and objectives that impact businesses, brokers and injured workers statewide as well as State Fund's workforce.

2. Architectural governance and standards – Establish and enforce enterprise architecture governance processes, policies, and standards to ensure consistency, compliance, and quality across all technology initiatives.

3. Data Architecture - Establish, oversee, and implement policies and procedures that define the structure, organization, and flow of data within the organization, including data modeling, data warehousing, and data lake architectures. Also ensure it follows Enterprise Security's standards for protecting sensitive data and is compliant with data privacy regulations.

3. Regulatory compliance and security – Ensure that the enterprise architecture polices and procedures incorporates and adheres to all relevant insurance industry regulations and compliance requirements; partners with Risk Management and Enterprise Security to embed security best practices and principles into all architectural designs and processes; develops architectures that support robust data privacy, data protection, and disaster recovery capabilities that protect California businesses and injured workers.

C. ROLE IN POLICY INFLUENCE (continued)

13. What is the CEA position's scope and nature of decision-making authority?

The SVP, IT Strategy and Architecture has the authority to enter into major technology purchases and contracts, and to make major adaptations and overhauls to State Fund systems, architecture and operations.

14. Will the CEA position be developing and implementing new policy, or interpreting and implementing existing policy? How?

The SVP, IT Strategy and Architecture will have the authority to set State Fund's architectural roadmap into the future, and to develop any policy surrounding systems and architecture.