# Senior Data Scientist

The purpose of the position is to collaboratively develop analytical/insight products and advice as part of the Data Systems & Analytics team. This will enable well-informed decision making by those engaged in supporting service delivery, developing policy and monitoring departmental performance.

The Data Systems & Analytics team supports data and analytics capability for the social sector, by acting as an integrator through the provision of the secure data exchange and developing analytical methods and products to measure outcomes for social wellbeing.

**Team & Location:** Data Systems & Analytics, Wellington

**Reporting to:** Manager, Analytics

**Delegations:** Nil

### What we do matters – our purpose

***Investing in what works for better lives***

A singular focus on what works to improve decision making and create positive change.

### How we do things around here – our values

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| **Tangata**We’re about peopleC:\Users\palco001\Objective\objective.ssi.govt.nz-8000-palco001\Objects\Asset 10 - Family Image Tangata.pngPeople will do better, sooner and for longer, when the social system works in partnership, acting on better evidence to develop and deliver services. | **Manawa Māui**We are a catalyst for changeC:\Users\palco001\Objective\objective.ssi.govt.nz-8000-palco001\Objects\Asset 11 - Lighting Bolt Manawa Maui.pngWe challenge the status quo constructively and seek better ways of doing things. We help create change to improve lives through different approaches. | **Taunakitanga**We influence through evidenceC:\Users\palco001\Objective\objective.ssi.govt.nz-8000-palco001\Objects\Asset 14 - Whiteboard Image Taunakitanga.pngWe use evidence to influence positive change for New Zealanders. | **Puaretanga**We’re transparent by natureC:\Users\palco001\Objective\objective.ssi.govt.nz-8000-palco001\Objects\Asset 13 - Beehive Puaretanga.pngWe will share what we’re doing, how we’re doing it, and what we learn. |

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| What you will do to contribute | As a result we will see |
| Data Engineering* Design data-centric products and data processes to support conducting analytics.
* Understand the data implications of business needs and liaise with consumers of data and products to understand how they will use these products.

Statistical Analysis* Understand the business needs, and questions that need to be answered.
* Work with business consumers of products to understand how they will use information to select and develop analytical methods appropriate for available data and business needs.

Interaction Design & Development* Understand business needs, and work with users of data outputs and analytical products to design and develop appropriate user interfaces and product interactions.

NB: Senior Data Scientists will be expected to work across more than one of the above areasData Science* Design and/or seek out new systems or methods that will provide smarter, more robust, efficient or effective ways of doing things.
* Identify analytical opportunities.
* Challenge conventional ways of thinking and assumptions to generate innovative ideas that gain widespread support.
* Ability to clearly articulate the value of analytics and insights, and exercise your influence to drive innovative client-centric solutions.
 | * Data-centric product and, data processes are produced and support analysis.
* New systems or methods are designed and provide more efficient or effective ways of doing things.
* Business needs are met by data science products including methods, software tools, and data resources.
* Adoption of developed products due to their compelling value and ease of use.
* Recognition of thought leadership and engagement capability.
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| Technical Leadership* Maintain up-to-date industry knowledge across a range of relevant technologies and methodologies.
* Provide high quality analysis and advice on a range of specialist issues.
* Translating complex technical information into a form that is readily understood by non-technical clients .
* Bring a multi-disciplinary approach.
 | * Use of the most appropriate tools and technologies rather than the most familiar tools and technologies.
* Highest quality analytical products which are highly regarded by peers.
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| Relationship Management* Develop and maintain networks with key internal and external stakeholders and partners.
* Consult and work proactively with those key internal and external stakeholders and partners.
* Strong relationship builder with the ability to influence.
* Act in a manner which is consultative, non-territorial and collegial.
* Seek consensus and courageous decision making.
 | * Strong relationships which are used every day to accelerate analytical capability across the sector and improve the quality of delivered products.
* Continuously expanding and strong relationships with stakeholders, partners, and counterparts at other organisations.
* Identification of opportunities for the Social Investment Agency (SIA) and other parties to collaborate.
* Recognition across the sector of SIA as a leading party in growing a strong analytics practice and community.
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| Risk Management* Actively identify and manage role/practice level risks, including escalation of risks and issues when necessary.
* Ensure that analysis, data and information supplied is accurate and verified.
 | * Role level risks are identified and managed appropriately.
* Independent assurance that SIA is operating and accounting for performance in an appropriate and transparent manner.
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| Health & Safety* Take responsibility for meeting the SIA’s obligations in workplace health and safety.
 | * Observing the SIA’s Health & Safety procedures
* Participating in health and safety initiatives and training where appropriate
* Providing suggestions for improvement of health and safety
* Reporting incidents and hazards promptly
* Know what to do in the event of an emergency.
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| Who you will work with to get the job done | Advise | Collaborate with | Influence | Inform | Manage/ Lead | Deliver to |
| Internal | Chief Executive and SIA Leadership Team |  |  |  | **✓** |  | **✓** |
| All other people employed/engaged in the Social Investment Agency | **✓** | **✓** |  | **✓** |  | **✓** |
| External | Social Sector Government agencies  |  | **✓** | **✓** |  |  | **✓** |
| Ministers |  |  |  |  |  | **✓** |
| Non-governmental organisations and private sector providers of front-line social services, analytics, data, policy advice, insights and research |  | **✓** | **✓** |  |  | **✓** |
| Academics & research organisations. |  | **✓** |  |  |  | **✓** |

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| What you will bring specifically |
| **Experience & Knowledge*** Relevant tertiary qualification (particularly Applied Mathematics, Econometrics, Economics, Psychology, Operations Research, Engineering, Physics or Statistics).
* Substantive experience in the analytics field and demonstrated ability to use sophisticated analytic techniques.
* Demonstrated ability to analyse data and generate appropriate reports in a timely manner.
* Familiar with statistical packages e.g. R and SAS.
* Prior experience using Statistics NZ IDI is preferable.
* Work in a multi-disciplinary team.
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| **Characteristics*** Engaging others – connects with others, listens, reads people and situations, communicates tactfully.
* Achieving ambitious goals – committed and tenacious, ambitious.
* Curious – thinks analytically and critically, displays curiosity, mitigates analytical and decision making biases.
* Honest and courageous – shows courage, shows decisiveness, leads with integrity.
* Resilient – displays resilience, demonstrates composure.
* Self-aware and agile – encourages feedback on own performance, can self-assess, adapts approach, shows commitment to development.
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| **Capabilities*** Implements strategy - aligns their work with strategic objectives and SIA’s vision.
* Communicates clearly - tailors messages so that they are clear, succinct, and resonate with their different audiences.
* Supports organisational performance - suggests and acts on opportunities to do things differently and improves processes to achieve gains in effectiveness and efficiency.
* Builds internal relationships - contributes to their team and works collaboratively with others across the organisation and takes an organisation-wide view. Builds external relationships - interacts effectively with customers and other external stakeholders.
* Inclusive - Welcomes and values diversity and contributes to an inclusive working environment where differences are acknowledged and respected.
* Shows political awareness - displays an understanding of the essentials of how the government and public sector work; and ensures that written documentation and verbal presentations reflect relevant political sensitivities.
* Manages and delivers on work priorities - plans and organises self to deliver work commitments to required timeframes and quality standards.
* Develops others - share own experiences and learning’s and demonstrate and teach specific technical skills.
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| **Other requirements*** Willing to take on responsibilities (within limits) outside the prescribed position description.
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