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| Senior Data EngineerTe Pae Tawhiti |
| Our purpose **Manaaki tangata, Manaaki whanau**We help New Zealanders to be safe, strong and independent |
| Our commitment to MāoriAs a **Te Tiriti o Waitangi** partner we are committed to supporting and enabling Māori, whānau, hapū, Iwi and communities to realise their own potential and aspirations. |
| ****Our strategic direction**** |
| **Mana manaaki**A positive experience every time | **Kotahitanga**Partnering for greater impact | **Kia takatū tātou**Supporting long-term social and economic development |
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| ****Our Values**** |
| **Manaaki**We care about the wellbeing of people | **Whānau**We are inclusive and build belonging | **Mahi tahi** We work together, making a difference for communities | **Tika me te pono**We do the right thing, with integrity |
| ****Working in the Public Service****Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa i āianei, ā, hei ngā rā ki tua hoki. He kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hapori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi. In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi.  We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work. |
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| The outcomes we want to achieve |
| New Zealanders get the support they require | New Zealanders are resilient and live in inclusive and supportive communities | New Zealanders participate positively in society and reach their potential |
| We carry out a broad range of responsibilities and functions including |
| * Employment, income support and superannuation
* Community partnerships, programmes and campaigns
* Advocacy for seniors, disabled people and youth
 | * Public housing assistance and emergency housing
* Resolving claims of abuse and neglect in state care
* Student allowances and loans
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| ****He Whakataukī\***** |
| Unuhia te rito o te harakekeKei hea te kōmako e kō?Whakatairangitia, rere ki uta, rere ki tai;Ui mai ki ahau,He aha te mea nui o te ao?Māku e kī atu,He tangata, he tangata, he tangata\* | If you remove the central shoot of the flaxbushWhere will the bellbird find rest?Will it fly inland, fly out to sea, or fly aimlessly;If you were to ask me,What is the most important thing in the world?I will tell you,It is people, it is people, it is people |
| **\*** We would like to acknowledge Te Rūnanga Nui o Te Aupōuri Trust for their permission to use this whakataukī |

## Position detail

Te Pae Tawhiti

Te Pae Tawhiti – Our Future is about MSD’s future role and how we can make a bigger and better difference for New Zealanders. In support of Te Pae Tawhiti – Our Future*,* [Te Pae Tata](https://www.msd.govt.nz/documents/about-msd-and-our-work/about-msd/strategies/te-pae-tata/te-pae-tata-maori-strategy-and-action-plan-single.pdf) and [Pacific Prosperity](https://www.msd.govt.nz/about-msd-and-our-work/about-msd/strategies/pacific-strategy/index.html) describe how our future will be realised for Māori and Pacific peoples.

Te Pae Tawhiti Transformation Programme (the Programme) will help us achieve the shifts we want to make. The Programme will also position us to deliver the changes to the welfare system that the Government requires. Achieving our Te Pae Tawhiti vision will be a multi-year journey for MSD. To ensure we are responsive and can adapt to the wide range of changes, we are adopting an iterative, agile approach to the design and delivery of the Programme. We are currently working on detailed design, where we’ll be involving clients, staff, and a broad range of stakeholders.

This is a once in a generation change to the way MSD delivers services to New Zealanders, it’s our opportunity to set up MSD for the next 30 years. The programme will be a major undertaking, delivering significant benefits to over a million New Zealanders who access MSD support and services. This is an unrivalled opportunity to be involved in MSD’s journey.

Overview of position

The Senior Data Engineer is responsible for providing high-quality information solutions and design advice to develop and maintain the Transformation Programme’s data platform. They ensure the development team delivers on key areas such as gathering and assessing user requirements, breaking down work into features and stories, leading responses to outages and incidents, maintaining and supporting the data warehouse platform, resolving production failures, and producing data assets that support the Ministry's direction. Additionally, they provide self-service tools and reporting, offer advice and work effort estimates, develop and implement solutions, oversee the quality and fitness for purpose of MSD’s data assets, and develop architectural design solutions with a focus on dimensional modeling. They also analyse source data structures and target systems to plan and deliver data migration activities, completing ETL processes using appropriate tools and scripts.

**Key Skills:**

* Shell scripting
* Web-based technologies
* System development lifecycle
* Agile methodologies and principles
* Data migration and management
* Change integration
* Management information strategies and architecture
* Informatica Cloud Data Integration (CDI)
* Proficiency in writing complex SQL queries and stored procedures using Snowflake

Location

Wellington

Reports to

Director Te Pae Tawhiti

## Key responsibilities

Work Programme

* Takes responsibility for understanding customer requirements and coming up with solution options
* Seeks to address customer needs, enhancing capabilities and effectiveness by ensuring proposed solutions are properly understood and appropriately exploited
* Complete all designated Data Warehouse code or application changes, enhancements from concept to implementation according to established process
* Provide guidance to business customers for the effective delivery of IT Data Warehouse solutions to business needs
* Complete the change management process for all enhancements and changes to the Data Warehouse
* Plan to ensure minimal disruption to systems as a result of changes
* Follow and use efficient and standardised processes across the full Software Development Life Cycle (SDLC), developing and integrating solutions and maintaining effective relationships with stakeholders
* Ensure effective data extract, load and integration from designated systems to the Data Warehouse
* Management of production issues and incidents to resolution, communicating with relevant stakeholders
* Contribute and lead areas of the work programme as agreed with the Manager in accordance with the needs of the Ministry, professional areas of interest, and/or personal development plan.
* Performs an extensive range and variety of complex technical and/or professional work activities
* Undertakes work which requires the application of fundamental principals in a wide range and often unpredictable range of contexts.
* Understands the relationship between own specialism and wider customer/organisation requirements.

Project Management

* Facilitation and or active participation (as appropriate) at events and processes that assist the team in delivering value (e.g. regular stand ups)
* Participate in or lead projects or initiatives.
* Maintain programme-level cadence and drive planning, review and execution events (e.g. PI Planning, Retrospectives)
* Ensure appropriate, informative and relevant information and reporting is delivered to stakeholders
* Stand apart from the immediacy of situations and take a broad or long-term view, foreseeing opportunities and developing workable solutions to problems.
* Leverage lessons learned and collective experiences to adopt a focus on continuous improvement.
* Influences organisation, customers, suppliers, partners and peers on the contribution of own specialism.
* Makes decisions which impact the success of assigned work, i.e. results, deadlines and budget.
* Has significant influence over the allocation and management of resources appropriate to given assignments.
* Manages and mitigates risk, escalating as required

Strategy Development

* Uses knowledge, expertise and experience to define and understand issues and to identify and anticipate needs.
* Take complex ideas/concepts and identify turn these into practical actions, including obtaining engagement, commitment and buy in from relevant stakeholders
* Undertake research and analysis associated with key issues affecting the Ministry
* Proactively identify capability improvement areas and develop effective solutions aimed at building capability
* Develop a broad view of current and emerging technologies to support the effective use of data and analytics across the Ministry.
* Influence the strategic direction of data assets development and information delivery.
* Promotes compliance with relevant legislation.

Leadership and Mentoring

* Maintain a high standard of personal integrity in all matters, as required by the Ministry’s code of conduct
* Demonstrates clear leadership.
* Mentor and support Data Engineers
* Actively encourage others to see opportunities in change, and guide and support colleagues through the change process
* Develop, maintain and deliver process maps and training packages
* Actively share subject matter expertise and provide effective and proactive training within the team and across other technical teams
* Employ systems thinking principles and consider links between the team’s overall work programme and the broader Programme
* Contribute positively to the team environment to allow individual and team goals to be met
* Share responsibility for outputs, standards and improvements
* Provide thought leadership for data engineering and analytics, ensuring continuous improvement and delivery of products to make for a better customer experience
* Coach other team members and help grow the data engineer capability
* Utilise a highly collaborative approach across MSD, and be willing and able to challenge the status quo, and provide advice where required
* Takes initiative to keep both own and colleagues' skills up to date.

Advice and Support

* Influences organisation, customers, suppliers, partners and peers on the contribution of own specialism.
* Proactively delivers timely advice and highly professional support in accordance with established Ministry frameworks across the organisation.
* Acts as a trusted advisor and point of contact for all data enquiries from the business, proactively engaging with key customers and providing solutions and suggestions.

Relationship Management

* Build and maintain effective networks/relationships within the Programme, relevant teams, senior managers and advisors.
* Proactively deliver timely advice and highly professional support in accordance with established Ministry frameworks across the organisation.
* Identify common areas of interest emerging across stakeholders and proactively develop opportunities for collaboration.
* Contribute to building a strong reputation for the Programme across MSD.

Communication

* Establish and maintain effective working relationships with key stakeholders within the business units
* Work to thoroughly understand the requirements, challenges and opportunities of the business
* Absorbs complex information and communicates complex and or technical data effectively at all levels to both technical and non-technical audiences.
* Understands and communicates industry developments, and the role and impact of technology in the employing organisation.

## Embedding Te Ao Māori

* Embedding Te Ao Māori (te reo Māori, tikanga, kawa, Te Tiriti o Waitangi) into the way we do things at MSD.
* Building more experience, knowledge, skills and capabilities to confidently engage with whānau, hapū and iwi.

## Health, Safety and Security

* Understand and implement your Health, Safety and Security (HSS) accountabilities as outlined in the HSS Accountability Framework
* Ensure you understand, follow and implement all Health, Safety and Security and wellbeing policies and procedures

**Emergency Management and Business Continuity**

* Remain familiar with the relevant provisions of the Emergency Management and Business Continuity Plans that impact your business group/team.
* Participate in periodic training, reviews and tests of the established Business Continuity Plans and operating procedures.

## Know-how

* Tertiary qualification in a relevant discipline or equivalent operational experience.
* Experience in analysis of business and market data and public sector data.
* Knowledge and experience of data modelling, information architecture, and data warehouse platform architecture.
* Ability to translate information and analysis into outputs which are readily interpreted by highly operational areas and non-technical person's.
* Excellent IT skills with experience in SQL, Informatica, complex data and analytics tools and technologies, or similar software.
* A good understanding of the policy development process, and of parliamentary processes and the workings of legislation.
* A good understanding of policy implementation and the issues likely to impact on it.
* Ability to manage multiple tasks and priorities, analyse complex problems and suggest appropriate solutions.
* Experience in investigating and analysing complex problems and reaching sound conclusions.
* Demonstrated ability to write to a high standard (clear, accurate, concise, appropriate to the audience).

## Attributes

* Rigorous intellectual, analytical ability and able to think strategically
* Strong partnership builder
* Exercises sound judgement and political sensitivity
* Excellent communication skills; including oral and written, able to clearly and concisely present ideas/opinions to others
* Flexible, adaptable and pragmatic
* Active listener; able to clearly translate and interpret customer requirements to ensure requirements are met
* Excellent interpersonal skills; able to adapt these to the needs of the audience
* Business acumen
* Highly developed decision-making skills – able to analyse information from a variety of sources, make judgements and recommendations, and strives for continuous improvement
* Highly self-motivated, with a proven interest in developing current skills
* Welcomes and values diversity and contributes to an inclusive working environment where differences are acknowledged and respected.

## Key Relationships

Internal

* Data Management and Information Delivery management and employees
* Te Pae Tawhiti Programme Delivery teams
* Insights MSD management and employees
* Strategy and Insights management and employees across all levels
* Other MSD employees as appropriate

External

* The Ministers Office
* Representatives of social sector agencies and government departments
* Social Policy academic communities within New Zealand
* New Zealand and social policy academic communities
* Networks with iwi, and Maori interest groups
* Local government and community groups

## Other

Delegations

* Financial – No
* Human Resources - NoDirect reports - No

Security clearance- No

Children’s worker - No

Limited adhoc travel may be required