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| Director System Investment and Performance |

## About us

Our agency’s purpose is to shift the system using data and evidence, so that the system invests earlier and more effectively to improve the lives of New Zealanders.

### Our values – how we do things around here



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| **Tāngata** We’re about people | **Manawa Māui** We are a catalyst  for change | **Taunakitanga** We influence through evidence | **Puaretanga** We’re transparent by nature |
| It’s about people. They will do better, sooner and for longer, when we partner with others to develop and deliver services. | We challenge  the status quo constructively and seek better ways  of doing things. | We use evidence  to influence  positive change for New Zealanders. | We will share what we’re doing, how we’re doing it, and what we learn |

## About 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.

## About the position

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| The purpose of this position | |
| As a central agency, the Social Investment Agency has a focus on system stewardship, standard setting and investment advice. This System Performance and Investment Advice Group is ultimately responsible for delivering our central agency responsibilities and influencing the system to adopt social investment approaches. The Group works closely with Ministers to provide advice on designing the system, and on where to invest across the system to drive key outcomes. We advise on system performance, using data and evidence of what works in order to make credible recommendations about investment opportunities to Ministers.  The Director Investment and Performance is a strategic role in the System Performance and Investment Advice Group.  This role is accountable for leading the System Investment and Performance team to deliver   * **Investment and performance advice:** alongside Treasury, improve the system’s understanding of impact (via performance plans, Budget processes, standards and advice), provide investment advice to agencies and Ministers, proactively identify investment opportunities to improve outcomes, identify opportunities for changes to where and how agencies invest in services, and advise on how performance in one part of the system is affecting other parts * **System performance insights:** drawing on a variety of sources and working closely with the data and economics functions, deliver insights to Ministers that are operationally-grounded and actionable – develop a range of repeatable products that support the Group’s role in designing, shifting and stewarding the system. * **System monitoring:** monitor the Fund’s performance alongside the performance of other investing entities, as well as establishing a maturity framework for the wider system and implementing assessment against that framework to drive improvements in how the system commissions, invests in, and delivers social services.   This role ensures that the Investment Performance team operates effectively, delivering advice and services to further the overall aims of SIA.  The Director Investment Performance works with the DCE and the Director System Coordination and Design to translate strategic plans into operational deliverables for the group, manage business planning activity, and monitor budgets and policies for SIA. | |
| Team and location | Wellington |
| Reporting to | DCE System Performance and Investment Advice (SPIA) |
| Salary band | Band 21 - $201 025 - $236 500 - $283 800  Starting salaries are negotiated based on relevant skills and experience, with offers generally made between $201 025 and $236 500. |

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| What you will do to contribute |
| **Strategic Leadership**   * Support the DCE SPIA to develop the strategic direction for the group, ensuring it is aligned with the strategic objectives of SIA. * Develop and implement the SPIA business plan and performance deliverables to meet demand and align with deliverables established through the programme. * Support the DCE SPIA with the design, implementation and ongoing development of transformational activities on behalf of the group * Support the development development/or translation of our Strategic Intentions for adoption across the business * Provide change leadership to ensure that SIA and SIF evolve in a way that enables it to respond effectively and efficiently to its changing environment.   **Operational Leadership**   * Lead the teams which make up Investment Performance group including management of all annual people processes to support performance and delivery in this group e.g. goal setting, monitoring and managing performance, remuneration reviews etc. * Direct the development and implementation of overarching services, processes, approaches, and systems to support delivery of SPIA * Set effective people leadership expectations and role model behaviours across all levels. * Identify, shape and lead the work programme within own area of particular expertise to ensure successful development and delivery of the work plan. * Provide original thinking, anticipate future issues, challenge the status quo, and explore ideas and opportunities that may lead to new and more innovative, creative and effective solutions * Ensure the team delivers and performs to expectations and are respected for their advice and delivery in the sector. * Oversee the resource requirements of the team and associated budgets   **System investment**  Provide leadership of, and accountability for quality investment advice to Ministers and the social sector, including:   * + Development of key agency relationships   + Develop investment frameworks and tools   + Manage delivery of investment advice to Ministers and agencies.   **System Performance and Monitoring**   * Provide leadership of, and accountability for effective System Performance and Monitoring including:   + The system performance monitoring approach   + Performance monitoring frameworks and tools   + Reporting frameworks   **Compliance**   * Work with the SPIA group to oversee legislative and wider compliance activity including but not limited to risk management, governance, reporting, procurement, internal review, and external audit. * Oversee health and capability activity to help drive a collaborative culture and a high performing and engaged team aligned to the purpose and values. |
| **Risk management**   * Actively identify and manage role or practice level risks, including escalation of risks and issues when necessary. * Ensure that analysis, data and information supplied is accurate and verified. |
| **Health and safety**  Take responsibility for meeting SIA’s obligations for workplace health and safety. |

## About you – what you will bring specifically

### Qualifications

* ​​Relevant tertiary qualification in public policy, economics, business, or a related field​

### Experience, knowledge & skills

* Senior leadership experience leading and managing teams in environments involving a range of diverse stakeholders.
* Significant experience in providing policy and investment/resource allocation advice, with a proven track record in senior advisory roles.
* Proven ability to develop and implement strategies that align with organisational goals.
* Demonstrated experience in leading complex projects.
* Proven experience working in a government context and engaging effectively with Ministers and senior Government officials.
* Extensive experience in providing advice and support to senior executives.
* Proven experience of managing complex relationships and the ability to influence and establish credibility at all levels.
* Demonstrated knowledge of meeting and supporting the obligations and intent of the Te Tiriti o Waitangi. Competency with Te Ao Māori and Te Reo Māori is desirable.
* Understanding of the role data and analytics can play in informing decisions and policy.
* Experience in fostering a culture that embraces change.

### 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.

### Capabilities

* Implements strategy – aligns their work with strategic objectives and the Agency’s vision.
* Communicates clearly – tailors’ messages so 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, works collaboratively with others across the organisation and takes an organisation-wide view. Builds external relationships and 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 the public sector work.
* Manages and delivers on work priorities – plans and organises self to deliver work commitments to required timeframes and quality standards.
* Develops others – shares own experiences and learning and demonstrates and teaches specific technical skills.

### Other requirements

* Willing to take on responsibilities (within limits) outside the prescribed position description.