

TECHNICAL BUSINESS INTELLIGENCE LEAD

REPORTS TO	LOCATION	DIRECT REPORTS	GROUP
Business Insights Manager	Wellington or Auckland	None	Digital and Data

“Our purpose is to grow companies internationally – bigger, better, faster – for the good of New Zealand”

“Tā mātau whai kia whakakaha kamupene – kia nui ake, kia pai ake, kia tere ake – mō Aotearoa ngā whiwhinga”

WHY IS THIS ROLE IMPORTANT? | TE MANA Ō TE MAHI?

As a Technical BI Lead, you will drive the delivery of high-quality Business Intelligence solutions that enable NZTE to make data-informed decisions. You will lead a team of two other BI Analysts on the technical development and on-going maintenance of BI assets, ensuring they are scalable, reliable, and aligned with NZTE's data strategy and business needs.

WHAT'S THE ROLE ABOUT | TE NGAKO Ō TE MAHI?

The most important work of this role is to...

- Technical Leadership: Lead two BI Analysts on the technical delivery of BI solutions, ensuring best practices in data modelling, performance optimisation, and Power BI reporting.
- Data Mart Development: Lead the translation of business requirements into efficient, scalable SQL-based DataMarts, guiding and collaborating with BI Analysts and stakeholders.
- Technical Skills: Deep expertise in SQL, Power BI, Azure SQL Server, Azure Data Factory and Synapse, and Analysis Services.
- Kimball Dimensional Modelling: Utilise Kimball Dimensional Modelling techniques, specifically Star Schema, to design and implement data structures that support robust reporting and analytics.
- Performance Optimisation: Optimise SQL queries and data models to enhance performance and efficiency.
- Power BI Reporting: Guide the development and maintenance of high-quality Power BI reports and dashboards, ensuring accuracy and relevancy for business decision-making.
- Data Quality Assurance: Ensure the integrity and quality of data within the DataMarts, implementing best practices for data validation and cleansing.
- Collaboration and Communication: Work closely with cross-functional teams, including Data Engineers, Enterprise Systems Engineers and business stakeholders, to deliver comprehensive BI solutions.
- Work with stakeholders throughout NZTE to identify opportunities for leveraging company data to drive business solutions.
- Solution Design & Documentation: Lead the creation of technical specifications and system design documents.
- Provide hands-on technical leadership and mentorship to two BI Analysts, supporting their development in SQL-based DataMart development and maintenance, Power BI, and dimensional modelling techniques.
- Emerging Technologies: Evaluate and implement new technologies such as Microsoft Fabric, to future-proof NZTE's BI environment.

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And relationships are key in this role to:

- Collaborate with stakeholders to understand strategic and operational data needs.
- Provide input and advice to Digital and Data team members on best practice DataMart Development and Dimensional Modelling.
- Advise the Manager Business Intelligence about technical delivery approaches so that the BI Team maintain alignment with NZTE's strategic priorities.
- Collaborating with 3rd party suppliers as well as assessing technical design of proposals and ensuring alignment with NZTE's BI delivery standards.
- Ensuring knowledge of business processes and strategic imperatives to NZTE.

Success in this role means:

- Enabling a culture of technical excellence and continuous improvement within the BI team regarding DataMarts and PowerBI.
- Leading two BI Analysts to build team capability in SQL optimisation, modelling, and Power BI best practice
- Establishing and enforcing technical standards and best practices across BI development.
- Advising the BI Manager on technical strategy and best practices, ensuring process and practices support long-term Data Strategy goals.
- Successfully translating business requirements into efficient and scalable SQL-based Data Marts.
- Designing and implementing data structures using Kimball Dimensional Modelling techniques that support robust and flexible reporting.
- Delivering optimised Star Schema and SQL data models that maximise performance, usability, and efficiency
- Effectively collaborating with BI Analysts, Data Engineers, Enterprise Systems Engineers, and business stakeholders to deliver comprehensive BI solutions.
- Implementing and maintaining data governance standards, including sensitivity labelling, data lineage tracking, and role-based access controls
- Having the trust of senior leaders, as they have confidence in the quality and accuracy of the data and insights provided.

WHAT CAPABILITIES ARE NEEDED TO SUCCEED | Ō PŪKENGA?

- **Business intelligence experience** – a minimum of four years relevant technical experience with recent Business Intelligence deployments, and a relevant tertiary qualification or equivalent work experience.
- **Technical skills** – highly computer literate and experienced working in a Data Warehouse environment and experience in one or more current Business Intelligence applications, preferably the Microsoft stack. Specific technical skills in:
 - Experience using Microsoft PowerBI, Azure SQL Server, Azure Data Factory, and Analysis Services are essential
 - SQL: Advanced SQL, including query writing, optimisation, and troubleshooting.
 - Kimball Dimensional Modelling: In-depth knowledge of Kimball Dimensional Modelling techniques, particularly Star Schema design.
 - Deep experience with Power BI to create and maintain reports and dashboards.

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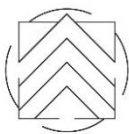
- Analytical Skills: Strong analytical and problem-solving skills to interpret complex data and provide actionable insights.
- Adaptability: Ability to quickly adapt to new tools, technologies, and methodologies in a dynamic environment.
- Some experience using statistical computer languages such as R or Python to manipulate data and draw insights from large data sets is preferable.
- Some experience with working with Azure Synapse Analytics and Azure Purview is an advantage.
- **Solution design** – excellent skills in requirement gathering and solution design including analysis of data, business intelligence and reporting requirements, data visualisation/dashboard design, analysing and reporting on data trends and issues using appropriate tools and data modelling.
- **Outstanding communicator** – able to build rapport quickly and quickly analyse critical needs. Can adjust personal style as required, and tell persuasive stories. A deep listener who can quickly understand what is needed (not just what is wanted). Skilled at having honest conversations and challenging others with confidence.
- **Autonomous** – self-directed and motivated, works comfortably with ambiguity, finds opportunity inside an agreed framework, and deploys great judgement on the job. Displays critical thinking skills and is an astute problem solver. A genuine commitment to providing a quality service to all customers, and keen sense of purpose and direction.

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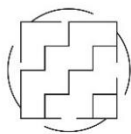
Our characters | Ō mātou uara

- **Ambition drives us** – Our ambition for our customers is high, and we always rise to the occasion. We help meet their business expectations by expecting greatness of ourselves.
- **Adventure teaches us** – Experimentation is more powerful than perfection, as only through learning from our missteps can we truly succeed. That's why 'giving it a go' is the best way to learn.
- **Honesty frees us** – We explore challenges with an open mind. Only when we ask questions and truly listen can we discover the right way forward.
- **Trust binds us** – Our people may be worlds apart, but it's trust that holds us together. Growing a nation is only possible when we keep promises and honour commitments.
- **Manaaki is us** – We celebrate the mana (strength and dignity) of each other as being equal to or greater than our own. We strive to enhance mana in everything we do through our hospitality, generosity and mutual respect.

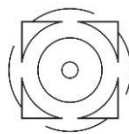
It's when these five characters work together that we truly become One Global Team – that's the real superpower of our organisation and how we achieve so much for our customers.



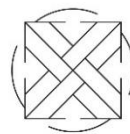
AMBITION
Drives us



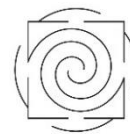
ADVENTURE
Teaches us



HONESTY
Frees us



TRUST
Binds us



MANAAKI
Is us

How we lead at NZTE | Ā mātou kawenga ki Te Taurapa Tūhono

Leadership at NZTE takes a broad definition. We see leaders as those who lead others. That can include formal people leaders, leaders through influence or those who are leading our customers. At NZTE we define leadership as "*enhancing mauri to deliver impact*".

